



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.

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|-------------------------|--------------------------|--------------------------------|--|-----------------------|---|
| 26-30 | NCCM | 22 Yrs | CSEL | Not Defined | 7 th Shore Tour (CONUS) Billet: National Chief Recruiter, Region Chief Recruiter, NRRC Chief Recruiter, Region Training Chief Recruiter, ROC/N9/N7 Chief Recruiter, NORU SEL, ECM, Detailer, RQAT Chief Recruiter, RPAC Chief Recruiter, NTAG Chief Recruiter, RTAG Chief Recruiter Duty: NRC/NRRC/Region Staff/ NTAG/NORU/ NPC/BUPERS/RQAT Qualification: Chief Recruiter |
| 24-26 | NCCM NCCS | 22 Yrs 18 | CSEL, CSC, CMC | Not Defined | 6 th Shore Tour (CONUS) Billet: -NCCM: Region Chief Recruiter, NRRC Chief Recruiter, Region Training Chief Recruiter, ROC/N9/N7 Chief Recruiter, NORU SEL, ECM, Detailer, RQAT Chief Recruiter, RPAC Chief Recruiter, NTAG Chief Recruiter, RTAG Chief Recruiter, -NCCS: N31/N32 Assistant Chief Recruiter, Region Assistant Chief Recruiter, NRRC Chief Recruiter, NTAG Assistant Chief Recruiter, RTAG Assistant Chief Recruiter, Senior Inspector, NRC Staff Duty: NRC/NRRC/Region Staff/ NTAG/NORU/ NPC/BUPERS/RQAT Qualification: Chief Recruiter, Assistant Chief Recruiter |



NC (CRF) CAREER PATH

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|-------------------------|--------------------------|--------------------------------|--|-----------------------|---|
| 20-24 | NCCM NCCS NCC | 22 Yrs 18 13.5 | CSEL, CSC, CMC | Not Defined | 5 th Shore Tour (CONUS) Billet: -NCCM: NTAG Chief Recruiter, RTAG Chief Recruiter -NCCS: N31/N32 Assistant Chief Recruiter, Region Assistant Chief Recruiter, NRRC Assistant Chief Recruiter, NTAG Assistant Chief Recruiter, RTAG Assistant Chief Recruiter, Senior Inspector, NRC Staff NCC: NCR EA NORU Instructor (MTS qualified), Region Trainer, Region production team, NRC Staff, Program Manager, RQAT Interviewer, Command Trainer Duty: NRC/NRRC/NTAG/RTAG/NORU/N7/Region Qualification: Chief Recruiter, Assistant Chief Recruiter, Instructor, Master Training Specialist, Hometown Medical Recruiter |
| 16-20 | NCCS NCC NC1 | 18 Yrs 13.5 9.1 | CSC | Not Defined | 4 th Shore Tour (CONUS) Billet: -NCCS: NTAG Assistant Chief Recruiter, RTAG Assistant Chief Recruiter, Senior inspector, NRC Staff, -NCC: NCR EA, NORU Instructor (MTS qualified), Region Trainer, Region production team member, NRC Staff, Program Manager, RQAT Interviewer, Command Trainer, Hometown Medical Recruiter -NC1: Recruiter in Charge, NRC Staff duty Duty: NRC/NRRC/NTAG/RTAG/NORU/Region Qualification: Assistant Chief Recruiter, MTS, Division Leading Chief Petty Officer, Command Trainer, |



NC (CRF) CAREER PATH

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/ShORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|-------------------------------|-------------------------|---|----------------|--|
| 12-16 | NCC NC1 | 13.5 9.1 | CSC | Not Defined | 3 rd Shore Tour (CONUS) Billet: -NCC: NORU Instructor, Region Trainer, Region Production Team member, NRC Staff Duty, Command Trainer, DLCPO, District Trainer -NC1: RinC, Officer Recruiter, Reserve QA, E-Talent Duty: NRC, Region, NTAG, RTAG, E-Sports Qualification: Division Leading Chief Petty Officer, Command Trainer, MTS, Instructor |
| 8-12 | NC1 NC2 | 9.1 4.9 | | Not Defined | 2 nd Shore Tour (CONUS) Billet: NC1/NC2: DLCPO, RinC, District Trainer, Hometown Medical Recruiter, Officer Recruiter, Reserve QA, E-Talent, E-Sports, Recruiter Duty: NRC, Region, NTAG, RTAG, E-Sports Qualification: Division Leading Chief Petty Officer |
| 6-8 | NC1 NC2 | 9.1 Yrs 4.9 | STA-21, OCS, MECP | Not Defined | 1 st Shore Tour (CONUS) Billet: Recruiter, RinC Hometown Medical Recruiter, Prior Service Recruiter, Recruiter, Reserve QA, E-Talent Duty: NTAG/RTAG/NRRC Qualification: LPO/RinC, Advanced Officer Recruiter |
| 1-6 | NOT OPEN TO INCOMING RECRUITS | | | | |

Notes:

1. NC (CRF) rating does not have an “A” school.
2. All Legacy and NTAG/RTAG 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 6-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.



NC (CRF) CAREER PATH

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. Repeated tours in the same geographical location aren't desired nor considered career enhancing, unless individual progresses in billet complexity.
6. Recruiting personnel fill a variety of production roles within the enterprise. It is desirable for CRF members to have experience and subject matter expertise across all mission subsets. Documented success in Enlisted as well as Officer recruiting is desirable.
7. Career enhancing billets would include any CNRC (Echelon III) or Region/NRRC (ISIC) staff position. Region 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 NORU Instructor positions get their Master Training Specialist qualification before the end of the tour.

8. Acronyms and positions:

CR – Chief Recruiter
Career Recruiting Force NEC – 800R
ACR – Assistant Chief Recruiter
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
RTAG – Reserve Talent Acquisition Group
QA – Reserve Quality Assurance (Prior Service)
PS – Prior Service
RPAC – Reserve Processing and Affiliation Center

Considerations for advancement from E6 to E7

- NOT ELIGIBLE if assigned as hometown recruiter (NEC 801R)
- FULLY QUALIFIED if qualified Advanced Officer Recruiter, qualified and Serving/Served as LPO/RinC for greater than 12-months. For Hometown Medical Officer Recruiters, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are FULLY and/or BEST QUALIFIED since it is understood they might not have the opportunity to serve as RinC/LPO.
- BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND qualified Division Leading Chief Petty Officer (DLCPO) *Qualified and Serving/Served as (DLCPO) favorable* AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA. For Hometown Medical Officer Recruiters, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are FULLY and/or BEST QUALIFIED since it is understood they might not have the opportunity to serve as RinC/LPO or DLCPO.

Additional Considerations for Fully/Best Qualified Candidates:

- RinC of the Year Winner (National (NRC) Level/ Region/NRRC (ISIC) level)
- RinC of Station of the Year Winner (National (NRC) Level/ Region/NRRC (ISIC) level)
- Reserve QA



NC (CRF) CAREER PATH

- RinC of the Year Winner (NTAG/RTAG (Unit) Level)
- RinC of Station of the Year Winner (NTAG/RTAG (Unit) Level)
- Notes 5, 6, and 7

Considerations for advancement from E7 to E8

- NOT ELIGIBLE if assigned as hometown recruiter (NEC 801R)
- FULLY QUALIFIED if Qualified and Serving/Served as DLCPO 24 Months.
- BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Assistant Chief Recruiter (ACR) *Serving/Served as ACR favorable* AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

Additional Considerations for Fully/Best Qualified Candidates:

- DLCPO of the Year (National (NRC) level, Region/NRRC (ISIC) Level)
- NRC Staff positions, Personnel assigned to Region Trainer, Region Production Team
- DLCPO of the Year (NTAG/RTAG (Unit) Level)
- NTAG/RTAG Qualified and serving Command Trainer
- NORU instructor (MTS Qualified)
- Leadership within the CPO Mess/Chiefs season. LDC Facilitator and/or documented leadership within the unit (e.g. leading RinC conferences, DLCPO training, production meetings)
- Notes 5, 6, and 7

Considerations for advancement from E8 to E9

- FULLY QUALIFIED **Qualified and Serving/Served as ACR 24 Months.** Qualified Chief Recruiter (CR).
- BEST QUALIFIED if they meet the FULLY QUALIFIED standard Serving/Served as CR AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

Additional Considerations for Fully/Best Qualified Candidates:

- Sitting N31/N32/Region Assistant Chief Recruiter
- Leadership within the CPO mess/Chiefs season. CPO NELD facilitator.
- Notes 5, 6, and 7