CTI CAREER PATH
(IW/AW/EXW/NAC/PJ/SG/SW)

Cryptologic Technician Interpretive (CTI). CTIs are professional Cryptologic Language Analysts (CLA), specializing in analysis of foreign military operations, radiotelephone communications, cyber operations, and preparation of statistical studies/technical reports requiring knowledge of a foreign language and regional/cultural expertise (LREC).					
YEARS OF SERVICE	**CAREER MILESTONES**	**AVERAGE TIME TO ADVANCE**	**COMMISSIONING OR OTHER SPECIAL PROGRAMS**	**SEA / SHORE FLOW**	**TYPICAL CAREER PATH DEVELOPMENT**
26-30	CTICM	21.5 Yrs	CSEL	Not Defined	8th – 9th Tour Billet: Staff Duty/CSEL/SLA Duty: BUPERS, CIWT, CNRC, CWA, CWG, FCC/C10F, IWTC, NAVIFOR, NIOC/NIOD, NSA/CSS, NSW, OPNAV
23-26	CTICM CTICS	21.5 Yrs 17.1	CSEL	Not Defined	7th – 8th Tour Billet: Staff Duty//CSEL/SLA. Duty: BUPERS, CIWT, CWA, CWG, CWMA, FCC/C10F, IWTC, NAVIFOR, NCU, NIOC/NIOD, NCU, NPC, NSA/CSS, NSW, OPNAV, RTC Qualification: CSEL, SEA
20-23	CTICM CTICS CTIC	21.5 Yrs 17.1 12.9	CWO, CSEL	Not Defined	6th – 7th Tour Billet: Staff Duty/CSEL/Dept/Dir LCPO, Tactical Supervisor, SLA/TLA, Cyber Teams Duty: BUPERS, CIWT, CNRC, CSG, CWA, CWG, CWMA, Cyber, DTRA, FCC/C10F, Fleet/Joint Staff, IWSG, IWTC, NAVIFOR, NCU, NIOC/NIOD, NPC, NRC, NSA/CSS, NSW, OPNAV, RTC Qualification: SEA, ELDC
16-20	CTICM CTICS CTIC CTI1	21.5 Yrs 17.1 12.9 7.7	CWO, OCS, CSEL, Recruiting, RDC	Not Defined	5th - 6th Tour Billet: Staff Duty/CSEL/Detailer/Div/Dept LCPO/LPO/Direct Support LCPO/LPO, Watch Supervisor, Lead Instructor, Instructor, Lead Analyst, Tactical Supervisor, Cyber Teams, WTI, SLA/TLA Duty: BUPERS, CIWT, CNRC, CSG, CWA, CWG, CWMA, Cyber, DPAA, DTRA, FCC/C10F, Fleet/Joint Staff, IWSG, IWTC, NAVIFOR, NCU, NCWDG, NIOC/NIOD, NPC, NRC, NSA/CSS, NSW, OPNAV, RTC, WHCA Qualification: SEA, ELDC, MTS, Adjunct Faculty, IW, SW, AW, SG, EXW, NAC

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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
12-16	CTIC CTI1	12.9 Yrs 7.7	CWO, OCS, Recruiting, RDC, MLAP	Not Defined	4th - 5th Tour Billet: Div/Dept LCPO/LPO, Direct Support LCPO/LPO, Watch Supervisor, Lead Instructor, Instructor, Lead Analyst, Tactical Operator/Analyst, Cyber Teams, CLPM, WTI Duty: CIWT, CNRC, CSG, CWA, CWG, CWMA, Cyber, DPAA, DTRA, FCC/C10F, Fleet/Joint Staff, IWSG, IWTC, NAVIFOR, NCU, NCWDG, NIOC/NIOD, NPC, NRC, NSA/CSS, NSW, RTC Qualification: ELDC, MTS, Adjunct Faculty, IW, SW, AW, SG, EXW, NAC
8-12	CTIC CTI1 CTI2	12.9 Yrs 7.7 4.0	OCS, Recruiting, RDC, MLAP	Not Defined	3rd – 4th Tour Billet: Div/Dept LCPO/LPO, Direct Support Supervisor, Watch Supervisor, Instructor, Senior Language Analyst, Senior Operator, Tactical Operator/Analyst, Special Programs, Cyber Teams, CLPM Duty: CIWT, CNRC, CSG, CWA, CWG, CWMA, Cyber, DPAA, DTRA, FCC/C10F, Fleet/Joint Staff, IWSG, IWTC, NAVIFOR, NCU, NCWDG, NIOC/NIOD, NPC, NRC, NSA/CSS, NSW, PEP, RTC, WHCA Qualification: ELDC, MTS, Adjunct Faculty, IW, SW, AW, SG, EXW, NAC
4-8	CTI1 CTI2 CTI3	7.7 Yrs 4.0 2.0	STA-21, OCS, USNA/NAPS, Recruiting, RDC, MLAP	Not Defined	2nd Tour Billet: Senior Language Analyst, Senior Operator, Direct Support Op, Tactical Operator/Analyst, Cyber Teams Duty: CSG, CWA, CWG, CWMA, Cyber, DPAA, DTRA, Fleet Staff, IWSG, IWTC, NAVIFOR, NAWDC, NCU, NCWDG, NIOC/NIOD, NPC, NRC, NSA/CSS, NSW, PEP WHCA Qualification: ELDC, IW, SW, AW, SG, EXW, NAC
2-5	CTI2 CTI3	4.0 Yrs 2.0	STA-21, OCS, USNA/NAPS	Not Defined	1st Tour Billet: Language Analyst, Basic Operator, Direct Support Duty: NIOC/NIOD (HI, MD, GA, TX, Korea) Qualification: ELDC, IW, SW, AW, SG
1+	SN SA Accession Training	0.5 Yrs	STA-21, OCS, USNA/NAPS	Not Defined	Recruit Training/Student "A" School

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Notes:

1. "A" School required. CTI "A" school consists of two A3 (NEC awarding) courses. Part 1 is language instruction at Defense Language Institute (DLI) which awards a language NEC. Part 2 is follow-on cryptologic training which awards the C30-C33A NECs. Sailors already having requisite language capability may be waived from DLI but a Sailor cannot be rated as a CTI until successful completion of the cryptologic course.

2. CTIs shall maintain an adjudicated TS/SCI clearance. Counter-Intelligence polygraphs and access to assigned mission spaces are required for assignment at most locations.

3. The CTI community is organized into five advancement groups which are affiliated to a geographic region or area of interest. CTIs (Groups 1-4) are identified both by the Group affiliation and the primary language(s) to which they are assigned. The primary accession languages are Arabic, Chinese-Mandarin, Korean, Persian-Farsi, Russian, and Spanish. Hebrew graduates are encouraged to re-train into another language due to billet structure limitations. Failure to re-language out of Hebrew, in and of itself, shall not be a negative consideration.

   a. CTI (Group 1) comprises Middle Eastern/North African languages.
   b. CTI (Group 2) comprises Eastern/Far Eastern languages.
   c. CTI (Group 3) comprises Latin/South American languages.
   d. CTI (Group 4) comprises Eastern Europe languages.
   e. CTI (Compressed at E9) comprises all CTICMs with no language affiliation.

4. All CTIs competing for advancement **MUST** achieve a minimum of L2/R2 on the most recent Defense Language Proficiency Test (DLPT) in their primary language, as assigned by their CO, to be eligible to participate in the advancement cycle. CTIs scoring L3/R3 or higher on the DLPT are required to test at least every two years. CTIs scoring below L3/R3 are required to test every year.

   a. DLPT test scores are valid through the end of the month in which the test was taken. For example, a score dated 14JUN24 is valid through 30JUN25 (or 30JUN26 for L3/R3).
   b. Acceptable documentation of DLPT scores includes an evaluation with language scores listed or the auto generated memorandum for the record score report accessible via Command Language Program Manager (CLPM) access from the Navy Foreign Language Training Office (NFLTO) database forwarded to the board via the candidate's Letter to the Board (LTB). Sailors are strongly advised to include the NFLTO memo in any LTB.

Any CTI whose primary language DLPT has expired **MUST** possess a valid waiver from the Navy Language, Regional Expertise, and Culture Office (OPNAV N13F) in order to participate in the Navy wide advancement examination or to be eligible for selection by CPO, SCPO and MCPO boards. Sailors are strongly advised to include the waiver in any LTB.

5. Core cryptologic language operations are performed by CTIs both at sea and on shore. The CTI billet base does not support a true Sea-Shore Rotation and CTIs cannot serve PCS afloat. Due consideration should be given to those demonstrating a concerted effort to maintain a healthy balance between sea/arduous and shore assignments. Depending on language, CTIs may not have the opportunity to serve outside a few commands. Therefore, consecutive tours shall not be considered negatively, provided that a CTI continues to grow in billet complexity. Sailors who have successful tours in hard-to-fill jobs, such as Korea or DIRSUP submarines, are highly valued by the CTI community and should be given favorable consideration.

6. Sea time is accrued through Direct Support missions on Aircrew, Surface, or Subsurface platforms as well as in the Naval Special Warfare community. CTIs may accrue extensive sea time yet not attain a warfare qualification due to augmentation aboard different class platforms during a Direct Support tour.

7. Due to the lengthy cyber mission training pipeline and in order to build technical expertise with operational impact, retouring in cyber teams shall not be a negative consideration.

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8. A select few CTIs qualify to serve in highly competitive Sea and Shore Special Programs that require superior physical fitness and/or exceptional technical expertise. These programs include Naval Special Warfare, the Defense Threat Reduction Agency (DTRA), Recruiting, Recruit Training Command (RTC), and Special Projects Air/Surface/Submarines. Though their contributions are often unconventional in comparison to those of a typical crypto-linguist or language analyst, these Sailors contribute to National and Navy missions in their own distinct way. These Sailors are still expected to demonstrate sustained superior performance and technical expertise, while maintaining language readiness standards.

9. Favorable consideration should be given to CTIs who demonstrate both technical leadership and leadership of command or department level organizations such as collateral duties, Enlisted Leader Development Courses, CPO Initiation, or Chief Petty Officer/First Class Petty Officer/Junior Enlisted Associations.

Considerations for advancement from E6 to E7

Fully Qualified:
- Score a minimum of a L2/R2 on most recent DLPT in their primary language and be within periodicity standards. (See note 4)
- Completion of the Advanced Leader Development Course per current Navy guidance. (Becomes mandatory beginning calendar year 2025)

Best Qualified:
- Demonstrated Leadership with results as an LPO, Workcenter Supervisor/Mission Supervisor, Non-Commissioned Officer in Charge (NCOIC), Battle Watch Supervisor, SIGINT Sensor Manager, ACDSE Supervisor, Subsurface DSE Supervisor (NEC C24A), or Military Language Instructor (MLI).
- Demonstrated and documented Technical Expertise with operational impact, preferably developing language analysts, new mission sets and/or employment of new tactics, techniques and procedures.
- Scored above L2/R2 on most recent DLPT or displays history of achieving scores above L2/R2 in their primary language.
- Personnel assigned to Military Language Analyst Program (MLAP), Navy Personnel Command (NPC), Navy Recruiting Command (NRC), RTC, or as training command instructors ("A" schools or National Cryptologic University (NCU)) are carefully screened and selected for that assignment.
  - Sailors selected to serve on these staffs are considered to be at the top of operational expertise and are highly valued by the CTI community.
  - For Sailors serving on Instructor Duty, Master Training Specialist (MTS) is expected if available. Those serving in a NCU billet may not be eligible for MTS, but all should qualify Adjunct Faculty or Faculty Certification.
- Enlisted Information Warfare Specialist (EIWS) qualified and actively participates in the EIWS program. Other Enlisted Warfare Pins are expected when available.
  Participate in Rating Leadership through Occupational Standards (OCCSTDS), Job Duty Task Analysis (JDTA), Training Requirements Review (TRR), Personnel Qualification Standards (PQS), DLPT standard setting and other community working groups.
- Leadership of language programs with documented impact (e.g. Command/Department Language Program, Technical Language Mentor (TLM), Remedial Language Training Program (RLTP) Language Mentor, etc.).
- Completion of Military Cryptologic Continuing Education Program (MCCEP) levels. MCCEP courses may not be available at all duty stations.
- Completion of the Naval Postgraduate School (NPS) Regional Studies Masters Certificate Program.
- Completion of the DLI Associate of Arts (AA) degree. This degree is available to all graduates of DLI.
- Completion of the DLI Bachelor of Arts (BA) degree. This degree is available to graduates of the DLI Intermediate and Advanced courses.
- Demonstrated leadership of peers via FCPO Mess and/or FCPOA leadership.

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Considerations for advancement from E7 to E8

Fully Qualified:
- Score a minimum of a L2/R2 on most recent DLPT in their primary language and be within periodicity standards. (See note 4)
- Completion of the Chief Petty Officer Leader Development Course per current Navy guidance. (Becomes mandatory for FY26 screening board)

Best Qualified:
- Demonstrated Leadership with results as an LCPO, SEL/NCOIC, Workcenter Supervisor/Mission Supervisor, Battle Watch Chief/Supervisor, SIGINT Sensor Manager, ACDSE Supervisor or Subsurface DSE supervisor (NEC C24A), Military Language Instructor (MLI).
- Demonstrated and documented Technical Expertise with operational impact, preferably developing language analysts, new mission sets, and/or employment of new tactics, techniques and procedures.
- Scored above L2/R2 on most recent DLPT or displays history of achieving scores above L2/R2 in their primary language.
- Personnel assigned to CNRC, FCC/C10F, MLAP, NAVIFOR, NPC, OPNAV, RTC, or training command instructors ("A" schools or NCU) are carefully screened and selected for that assignment.
    - Sailors selected to serve on these staffs are considered to be at the top of operational expertise and are highly valued by the CTI community.
    - Sailors serving on Instructor Duty are expected to qualify MTS, if available. Those serving in a NCU billet may not be eligible for MTS, but all should qualify Adjunct Faculty or Faculty Certification.
- EIWS qualified and actively participates in the EIWS program. Other Enlisted Warfare Pins are expected when available.
- Participate in Rating Leadership through OCCSTDS, JDTA, TRR, PQS, Advancement Exam Readiness Review (AERR), Rating Strategy Council (RSC), DLPT standard setting reviews and other community working groups.
- Leadership of language programs with documented impact (e.g. Command/Department Language Program, TLM, RLTP, Language Mentor, etc.)
- Completion of MCCEP levels. MCCEP courses may not be available at all duty stations.Graduate Senior Enlisted Academy (SEA).
- Completion of the NPS Regional Studies Masters Certificate Program.
- Completion of the DLI AA degree. This degree is available to all graduates of DLI.
- Completion of the DLI BA degree. This degree is available to graduates of the DLI Intermediate and Advanced courses.
- Demonstrated leadership of peers via CPO Mess, CPO Initiation and/or CPOA leadership.

Considerations for advancement from E8 to E9

Fully Qualified:
- Score a minimum of a L2/R2 on most recent DLPT in their primary language and be within periodicity standards. (See note 4)
- Graduate the SEA, Air Force Senior Non-Commissioned Officer Academy, USMC SEA, Coast Guard Senior Enlisted Leadership Course, Army Sergeants Major Academy, or the Joint Special Operations Forces SEA per current Navy guidance. (Required starting FY26)

Best Qualified:
- Demonstrated Leadership with results as a CSEL, Senior Language Advisor (SLA), Department LCPO, Senior Mission Supervisor, or SEL/NCOIC.
- Demonstrated and documented Technical Expertise with operational impact, preferably developing language analysts, new mission sets and/or employment of new tactics, techniques and procedures.

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- Scored above L2/R2 on most recent DLPT or displays history of achieving scores above L2/R2 in their primary language.
- Personnel assigned to CNRC, FCC/C10F, NAVIFOR, NPC, OPNAV, RTC, TYCOM, or a training command ("A" schools or NCU) are carefully screened and selected for that assignment.
    - Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the CTI community.
    - Sailors serving on Instructor Duty are expected to qualify MTS, if available. Those serving in a NCU billet may not be eligible for MTS, but all should qualify Adjunct Faculty or Faculty Certification.
- EIWS qualified and actively participates in the EIWS program. Other Enlisted Warfare Pins are expected when available.
- Participate in Rating Leadership through OCCSTDS, JDTA, TRR, PQS, AERR, RSC, DLPT standard setting reviews and other community working groups.
- Leadership of language programs with documented impact (e.g. SLA, Command/Department Language Program, TLM, RLTP, Language Mentor, etc.)
- Completion of MCCEP levels. MCCEP courses may not be available at all duty stations. Completion of the NPS Regional Studies Masters Certificate Program.
- Completion of the DLI AA degree. This degree is available to all graduates of DLI.
- Completion of the DLI BA degree. This degree is available to graduates of the DLI Intermediate and Advanced courses.
- Demonstrated leadership of peers via CPO Mess, CPO Initiation and/or CPOA leadership.

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