



**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.					
<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	CTICM	18.8 Yrs	CSEL	Not Defined	8 <sup>th</sup> – 9 <sup>th</sup> Tour Billet: Staff Duty/ECM/CSEL/SLA. Duty: BUPERS, FCC/C10F, CIWT, CNRC, CWG, IWTC, NAVIFOR, NIOC, NSA/CSS, NSW, OPNAV.
23-26	CTICM CTICS	18.8 Yrs 16.9	CSEL	Not Defined	7 <sup>th</sup> – 8 <sup>th</sup> Tour Billet: Staff Duty/ECM/CSEL/SLA. Duty: BUPERS, FCC/C10F, CIWT, DLI, NAVIFOR, NIOC, NCU, NPC, OPNAV. Qualification: CSEL, SEA.
20-23	CTICM CTICS CTIC	18.8 Yrs 16.9 13.2	CWO, CSEL	Not Defined	6 <sup>th</sup> – 7 <sup>th</sup> Tour Billet: Staff Duty/CSEL/Detailer/Dept/Dir LCPO, Tactical Ops Supervisor, SLA/TLA, Cyber Teams. Duty: BUPERS, C10F, CIWT, DLI, NAVIFOR, NIOC, NCU, NPC, OPNAV. Qualification: SEA, ELDC.
16-20	CTICM CTICS CTIC CTI1	18.8 Yrs 16.9 13.2 7.0	CWO, OCS, CSEL, Recruiting, RDC	Not Defined	5 <sup>th</sup> - 6 <sup>th</sup> Tour Billet: Staff Duty/CSEL/Detailer/Div/Dept LCPO/LPO/Direct Support LCPO/LPO, Watch Supervisor, Lead Instructor, Instructor, Lead Analyst, Tactical Ops Supervisor, Cyber Teams, WTI, SLA/TLA. Duty: C10F, CIWT, NAVIFOR, NIOC, NCU, NPC, OPNAV. Qualification: SEA, ELDC, MTS, Adjunct Faculty, IW, SW, AW, SG, EXW, NAC.
12-16	CTIC CTI1	13.2 Yrs 7.0	CWO, OCS, Recruiting, RDC, MLAP	Not Defined	4 <sup>th</sup> - 5 <sup>th</sup> Tour Billet: Detailer, Div/Dept LCPO/LPO, Direct Support LCPO/LPO, Watch Supervisor, Lead Instructor, Instructor, Lead Analyst, Tactical IW Op/Analyst, Cyber Teams, CLPM/TLM, WTI. Duty: CIWT, NCU, NIOC, NPC, NSW TIO. Qualification: ELDC, MTS, Adjunct Faculty, IW, SW, AW, SG, EXW, NAC.
8-12	CTIC CTI1 CTI2	13.2 Yrs 7.0 3.6	OCS, Recruiting, RDC, MLAP	Not Defined	3 <sup>rd</sup> – 4 <sup>th</sup> Tour Billet: Detailer, Div/Dept LCPO/LPO, Direct Support Supervisor, Watch Supervisor, Instructor, Senior Language Analyst, Senior Operator, Tactical IW Op/Analyst, Special Programs, Cyber Teams, CLPM/TLM. Duty: CIWT, NCU, NIOC, NPC, NSW TIO. Qualification: ELDC, MTS, Adjunct Faculty, IW, SW, AW, SG, EXW, NAC.



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<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>
4-8	CTI1 CTI2 CTI3	7.0 Yrs 3.6 1.7	STA-21, OCS, USNA/NAPS, Recruiting, RDC, MLAP	Not Defined	2 <sup>nd</sup> Tour Billet: Senior Language Analyst, Senior Operator, Direct Support Op, Tactical IW Op/Analyst, Cyber Teams. Duty: NCU, NIOC, NIOD, NSW TIO. Qualification: ELDC, IW, SW, AW, SG, EXW, NAC.
2-5	CTI2 CTI3	3.6 Yrs 1.7	STA-21, OCS, USNA/NAPS	Not Defined	1 <sup>st</sup> Tour Billet: Language Analyst, Basic Operator, Direct Support. Duty: NIOC (HI, MD, GA, TX, Korea). Qualification: ELDC, IW, SW, AW, SG, NAC.
1+	SN SA Accession Training	1.7 Yrs	STA-21, OCS, USNA/NAPS	Not Defined	Recruit Training/Student "A" School, Apprentice CLA.

Notes:

1. "A" School required. CTI "A" school consists of language instruction at Defense Language Institute (DLI) and follow-on cryptologic training ("A-3" school). Sailors already having requisite language capability may be waived from DLI but a Sailor cannot be rated as a CTI until successful completion of A-3.
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 limits. 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 East/Far East 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 DLPT in their primary language, as assigned by their CO, in order 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. Acceptable documentation of DLPT scores includes an evaluation with language scores listed or the auto generated memorandum for the record score report accessible via CLPM access from the Navy Foreign Language Training Office (NFLTO) database forwarded to the board via the candidate's LTB.
  - b. Any CTI whose primary language DLPT has expired **MUST** possess a valid "Inability to Test" 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.



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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, however, 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.
6. Sea time is accrued through Direct Support missions on Aircrew, Subsurface, or Surface 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.
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, Sailor 360, 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.

#### **Best Qualified:**

- Demonstrated Leadership with results as an LPO, Workcenter Supervisor/Mission Supervisor, Non-Commissioned Officer in Charge (NCOIC), Battle Watch Supervisor, Sensor Coordinator, ACDSE Supervisor, Subsurface DSE Supervisor (NEC C24A), or Chief Military Language Instructor (CMLI).
- 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, MLAP, NPC, or as training command instructors (“A”, “A-3” 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.
  - For Sailors serving on Instructor Duty, Master Training Specialist (MTS) is expected if available. Those serving in a National Cryptologic University (NCU), billet may not be eligible for MTS, but all should qualify Adjunct Faculty or Faculty Certification.
- Enlisted Warfare Pins are expected when available. EIWS is not mandatory but should remain a factor for consideration.
- Participate in Rating Leadership through Occupational Standards (OCCSTDS), Job Duty Task Analysis (JDTA), Training Requirements Review (TRR), Personnel Qualification Standards (PQS), Defense Language Proficiency Test (DLPT) standard setting and other community working groups.



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- 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 Advanced Leader Development Course.
- Completion of the Naval Postgraduate School (NPS) Regional Studies Masters Certificate Program.

**Considerations for advancement from E7 to E8**

**Fully Qualified:**

- Score a minimum of a L2/R2 on most recent DLPT in their primary language.

**Best Qualified:**

- Demonstrated Leadership with results as an LCPO, SEL/NCOIC, Workcenter Supervisor/Mission Supervisor, Battle Watch Chief/Supervisor, Sensor Coordinator, ACDSE Supervisor or Subsurface DSE supervisor, Chief Military Language Instructor (CMLI).
- 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 C10F, CNRC, MLAP, NAVIFOR, NPC, OPNAV, or training command instructors (“A”, “A-3” 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.
- Enlisted Warfare Pins are expected when available. EIWS is not mandatory but should remain a factor of consideration.
- Participate in Rating Leadership through OCCSTDS, JDTA, TRR, PQS, Advancement Exam Readiness Review (AERR), Rating Strategy Council (RSCs), 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.
- Completion of the Chief Petty Officer Leader Development Course.
- Graduate Senior Enlisted Academy
- Completion of the NPS Regional Studies Masters Certificate Program.

**Considerations for advancement from E8 to E9**

**Fully Qualified:**

- Score a minimum of a L2/R2 on most recent DLPT in their primary language.

**Best Qualified:**

- Demonstrated Leadership with results as a CSEL, 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.
- Scored above L2/R2 on most recent DLPT or displays history of achieving scores above L2/R2 in their primary language.



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- Personnel assigned to C10F, CNRC, NAVIFOR, NPC, OPNAV, TYCOM, or a training command (“A”, “A-3” 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.
- Enlisted Warfare Pins are expected when available. EIWS is not mandatory but should remain a factor of consideration.
- 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. Senior Language Advisor (SLA), Command/Department Language Program, TLM, RLTP, Language Mentor, etc.)
- Completion of MCCEP levels. MCCEP courses may not be available at all duty stations.
- Graduate the Senior Enlisted Academy.
- Personnel serving in the role of Command Senior Enlisted Leader, Command Master Chief, Senior Enlisted Leader
- Completion of the NPS Regional Studies Masters Certificate Program.