



CTM CAREER PATH (IW/SW/AW/SG/EXW)



Cryptologic Technician Maintenance (CTM). CTMs perform a variety of duties associated with the maintenance and operations of cryptologic communications systems at sea with limited shore requirements. Apprentice and Journeyman CTMs typically provide deployed cryptologic support functions to surface and submarine combatants in either a PCS or TAD status. Due to lack of CTM opportunities ashore, it is common for apprentice and journeymen CTMs to work out of rate while on shore duty. Master level CTMs have extremely limited sea duty and should be taking on challenging duties such as 3M Coordinators Afloat via Sea Special Programs when in-rate Staff Duty or EMO/AEMO opportunities are not available.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CTMCM	18.6 Yrs	CSEL	36	8 th Sea or Shore Tour Billet: SEA/SEL, Staff. Duty: BUPERS, OPNAV, CIWT, NIOC, TYCOM, No. FLT Qualification: IW, SW, AW, SG, EXW, MTS
23-26	CTMCM CTMCS	18.6 Yrs 17.7	CSEL	36	7 th Sea or Shore Tour Billet: Sea Special Projects, DEPT LCPO, SEA/SEL, Staff Duty: Ship, NIOC, TYCOM, CIWT, No. FLT, NSW, NPC, BUPERS Qualification: IW, SW, AW, SG, EXW, MTS
20-23	CTMCM CTMCS	18.6 Yrs 17.7	CSEL	36	6 th Sea or Shore Tour Billet: Sea Special Projects, SEA/SEL, Staff duty Duty: Ship, NIOC, TYCOM, CIWT, No. FLT, NSW, NPC, BUPERS Qualification: IW, SW, AW, SG, EXW, MTS
16-20	CTMCS CTMC	17.7 Yrs 15	LDO, CWO, OCS, MECP, CSEL, 3M Coordinator Afloat, Recruit Division Commander Duty	36	5 th Sea or Shore Tour Billet: 3MC Afloat, SEA/SEL Instructor, Staff Duty Duty: Ship, NIOC, TYCOM, CIWT, No. FLT, NSW, NPC Qualification: IW, SW, AW, SG, EXW, MTS
12-16	CTMC	15 Yrs		36	4 th Sea or Shore Tour Billet: DEPT LCPO, 3MC Afloat, Instructor, Installations Chief, Staff Duty, RDC Duty: Ship, NIOC, TYCOM, CIWT, IWTC, No. FLT, NSW, WHCA Qualification: IW, SW, AW, SG, EXW, MTS
8-12	CTMC CTM1	15 Yrs 6.6		36	3 rd Sea or Shore Tour Billet: DIV LCPO, 3MC Afloat, Instructor, Installation Team Leader, Recruiting, RDC Duty: Ship, NIOC, CIWT, IWTC, NSW, WHCA Qualification: IW, SW, AW, SG, EXW MTS



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4-8	CTM1 CTM2 CTM3	6.6 Yrs 3.4 1.9	STA-21, OCS, MECP, Recruiting Duty, Recruit Division Commander Duty	36	1 st or 2 nd Sea Tour (36+ Months) or 1 st or 2 nd Shore Tour (36 Months) Billet: Sea Special Programs, WCS, Installation Team Leader, LPO, Recruiter, Instructor Duty: Ship, NIOC, CIWT, IWTC, NSW Qualification: IW, SW, AW, SG, EXW, MTS
1-4	CTM2 CTM3	3.4 Yrs 1.9	Naval Academy, NROTC	48/24 (C27A has a 60 month Prescribed Sea Tour)	1 st Sea Tour /1 st Shore Tour (24 Months if it proceeds 1 st Sea Tour) Billet: Collection System Tech., WCS, Sub Maint Tech and/or Sub Maintenance Supervisor Duty: Ship, NIOC Qualification: IW, SW, AW, SG, EXW
1+/-	CTMSN CTMSA Accession Training	1.2 Yrs		N/A	Recruit Training, CTM "A" School, CTM "C" School (NEC awarded)

Notes:

1. "A" School required.
2. CTMs perform jobs in two functional areas: Fleet or Shore electronic maintenance (shore electronic maintenance requirements are extremely limited). Opportunities to diversify between functional areas are sometimes limited. Sea/Shore flow for CTMs is typically at least 48/36months. Special duty assignments will vary depending on billet type and location. Duty that supports submarines is 60 months for first Sea tour.
 - a. CTM E7 and above may have multiple back-to-back shore rotations due to limited sea duty opportunities.
3. Fleet Electronic Support (FES) billets attached to Direct Support commands are considered sea duty billets providing real-time support to deployed combatants. CTMs on these tours maintain and prepare systems for shipboard installation, perform shipboard installation, and provide deployed maintenance support.
4. Subsurface FES (NIOC Hawaii/NIOD Groton) duty is considered arduous, and extremely challenging. CTMs have the opportunity to re-tour multiple times with the submarine community due to their technical expertise and corporate knowledge.
5. Career-enhancing shore tours should be positions in which enlisted leaders develop and mentor subordinates with an emphasis on career progression, continuing technical expertise, and leadership development. Senior CTM leadership opportunities while on shore are Staff duty at the OPNAV, TYCOM, FLEET, and NAVPERSCOM levels, NIOC, NIOD, NCWDG, CIWT, IWTC, IWTG, HOPPER DET, WHCA, NSW/DEVGRU/JCU, RTC/RDC, and CNRC.
6. The limited amount of career-enhancing sea duty tours should include department/division LCPO, Installation Coordinator, 3MC Afloat, Shipboard Division LCPO, or PRECOM duties for any platform. Challenging command-level collaterals and other qualifications that promote command's mission should be obtained where possible.



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7. The CTM rating is participating in a pilot with SUBFOR. The CTMs PCS to Submarines during the pilot will be defining the Best and Fully Qualified standard for PCS Subsurface CTMs. Watch and Warfare Qualifications may deviate from the norm as CTMs integrate into the Submarine Force.

8. Enlisted Information Warfare is not mandatory, but should remain a factor of consideration when identifying Best Qualified candidates for advancement. Opportunity to qualify EIWS may be limited for CTMs serving outside the NAVIFOR domain. Refer to COMNAVIFORINST 1414.1(series) for information related to the EIWS program. Selection Boards should view other warfare qualifications as a noteworthy achievement.

9. Refer to Enlisted Selection Board Precept for general items not specific to CTM.

NOTE: College degrees are valued as continuing education, as well as certification(s) in Information Technology standards (e.g., Security+, Network+, CISSP, etc.) and USMAP. Some tours have availability to complete Defense Acquisition University (DAU) courses. Completing any of these are demonstrations of member's willingness to grow and improve their abilities.

Considerations for advancement from E6 to E7

1. Sea Assignments: At the E6 level, PCS sea duty tours are onboard surface or subsurface platforms or provide direct support to surface or subsurface platforms. Duty with Special Projects/NSW/DEVGRU/Joint Communications Unit (JCU) are also considered sea duty where candidates are carefully screened prior to assignment.

a. PCS Afloat Surface INC-E or INC-F

- Primary Responsibility: Leading Petty Officer (LPO), Work Center Supervisor (WCS).
- Fully Qualified rating qualifications: NEC C26B (INC-E), or C28B (INC-F), or NAVEDTRA 43367-(Series) 301, NAVEDTRA 43367-2(Series) 310, 311, 312, or 313, and Combat Systems Training Team (CSTT) member.
- Best Qualified rating qualification: NEC C26C (INC-E), or C28C (INC-F), or NAVEDTRA 43367-(Series) 302, NAVEDTRA 43367-2 (Series) 315.
- Fully Qualified platform qualifications: ESWS, Officer-of-the-Deck in Port (OOD I/P).
- Best Qualified platform qualifications: Watch Supervisor Underway (U/W), Combat Systems Officer of the Watch (CSOOW), Anti-Terrorism Watch Officer (ATTWO), Damage Control Training Team (DCTT), Repair Locker Leader, Visit-Board-Search-Seizure (VBSS) team, Air or Surface Warfare Coordinator, Combat Information Center Watch Officer (CICWO), etc., with documented impact, Assistant Watch Bill Coordinator or equivalent, Duty Department Head or equivalent.
- Maintenance Duties: 3MA with documented department or command impact.
- Supports rating community evolutions [e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD) review and/or Rating Strategy Council/Working Group (RSC/WG)].

b. Direct Support Surface or Submarine

- Primary Responsibility: Leading Petty Officer (LPO), Team Leader, Work Center Supervisor (WCS) (These Positions may limit deployment opportunities) Maintenance Supervisor with documented deployments and mission impact.
- Fully Qualified rating qualifications: NEC C27C (subsurface), or C38B (surface), or NAVEDTRA 43367-(Series) 301(Both), NAVEDTRA 43367-2(Series) 302(surface), 306(subsurface).
- Best Qualified rating qualification: NEC C27D (subsurface), or C38C (surface), or NAVEDTRA 43367-(Series) 302(Both), NAVEDTRA 43367-2(Series) 305(surface), 308(subsurface).
- Fully Qualified platform qualifications: ESWS(surface), or SG(subsurface), and Quarterdeck watch
- Best Qualified platform qualification: EIWS, Assistant Duty Section Leader, Watchbill Coordinator or equivalent.
- Maintenance Duties: 3MA with documented department or command impact.
- Supports rating community evolutions [e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD) review and/or Rating Strategy Council/Working Group (RSC/WG)].



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c. Naval Special Warfare (TIO/DEVGRU)

- Primary Responsibility: Inventory Control, Leading Petty Officer (LPO) or equivalent.
- Fully Qualified rating qualifications: NAVEDTRA 43367-(Series) 301.
- Best Qualified rating qualification: NAVEDTRA 43367-(Series) 302.
- Fully Qualified unit qualifications: EXWS, Quarterdeck watch.
- Best Qualified unit qualifications: Assistant Duty Section Leader, Watchbill Coordinator or equivalent.
- Supports rating community evolutions (e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD) review and/or Rating Strategy Council/Working Group (RSC/WG).

2. Shore Assignments: At the E6 level, Shore duty billets are primarily at a NIOC, NIOD, CIWT, IWTC, IWTG, NCTAMS, HOPPER DET, White House Communications Agency (WHCA), Personnel Exchange Program (PEP) and at National shore sites. Occasionally, there are limited special shore duty requirements at Recruit Training Command (RTC) and Navy Recruiting Command (CNRC), which candidates are carefully screened prior to assignment.

- Primary Responsibility: Leading Petty Officer (LPO) or equivalent.
 - Instructor/Recruit Division Commander with documented instructional time, (Course Supervisor).
 - Recruiter or equivalent with mission and leadership impact.
 - Regional Maintenance Center Field Maintenance Technician with documented impact on shipboard/regional activities.
 - Information Warfare Training Group (IWTG) duty assignment with documented fleet support and training as well as technician development and mentoring.
 - White House Communications Agency: Non-Commissioned Officer in Charge (NCOIC).
- Fully Qualified rating qualifications: NAVEDTRA 43367-B 301.
- C37 Fully Qualified rating qualification: NEC C37B or NAVEDTRA 43367-2A 307.
- Best Qualified rating qualification: NAVEDTRA 43367-B 302.
- C37 Best Qualified rating qualification: NEC C37C or NAVEDTRA 43367-2A 309.
- Fully Qualified unit qualifications: Quarterdeck watch, MTS/ATS as applicable.
- Best Qualified unit qualification: EIWS, Assistant Duty Section Leader, Assistant Watch Bill Coordinator or equivalent.
- Supports rating community evolutions [e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD) review and/or Rating Strategy Council/Working Group (RSC/WG)].

Considerations for advancement from E7 to E8

1. Sea Assignments: At the E7 level, sea duty tours are onboard 7th Fleet, or surface and subsurface direct support attached to Fleet Electronic Support (FES). Duty with Special Projects/NSW/DEVGRU/Joint Communications Unit (JCU) is also considered sea duty where candidates are carefully screened prior to assignment.

a. PCS Afloat Surface 3MC, INC-E, or INC-F

- Primary Responsibility: Leading Chief Petty Officer (LCPO) or equivalent.
 - DEPT/DIV/Directorate/Detachment/Operations Leading Chief Petty Officer (LCPO) with documented Cryptology readiness assessment results.
 - 3M Coordinator with documented 3M Inspection results.
- Fully Qualified rating qualifications: NEC C26C (INC-E), or C28C (INC-F), or NAVEDTRA 43367-(Series) 302, NAVEDTRA 43367-2 (Series) 315, Combat Systems Training Team (CSTT) member, or 43241-(Series) 307 (3MC).
- Best Qualified rating qualification: NAVEDTRA 43367-(Series) 303.
- Fully Qualified platform qualifications: ESWS, Officer-of-the-Deck in Port (OOD I/P), Duty Dept. Head or equivalent.
- Best Qualified platform qualification: Duty Section Leader, Combat Systems Officer of the Watch (CSOOW), Anti-Terrorism Watch Officer (ATTWO), Damage Control Training Team (DCTT), Repair Locker Leader, Visit-Board-Search-Seizure (VBSS) team, Air or Surface Warfare Coordinator, Combat Information Center Watch Officer (CICWO), etc., with documented impact.



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- Supports rating community evolutions [e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD), Advancement Exam Readiness Review (AERR) review and/or Rating Strategy Council/Working Group (RSC/WG)].
- b. Direct Support Surface or Submarine
- Primary Responsibility: Leading Chief Petty Officer (LCPO) or equivalent.
 - DEPT/DIV/Directorate/Detachment/Operations Leading Chief Petty Officer (LCPO) with documented results.
 - 3M Coordinator with documented 3M Inspection results.
 - Fully Qualified rating qualifications: NEC C27D (subsurface), C38C (surface) or NAVEDTRA 43367- (Series) 302 (Both), NAVEDTRA 43367-2 (Series) 305 (surface), 308(subsurface).
 - Best Qualified rating qualification: NAVEDTRA 43367- (Series) 303 (Both).
 - Fully Qualified platform qualifications: N/A.
 - Best Qualified platform qualification: EIWS, Duty Section Leader, Assistant Command Duty Officer, Command Duty Officer or equivalent.
 - Supports rating community evolutions [e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD), Advancement Exam Readiness Review (AERR) review and/or Rating Strategy Council/Working Group (RSC/WG)].
- c. Naval Special Warfare (TIO/DEVGRU)
- Primary Responsibility: Maintenance Manager, Leading Chief Petty Officer (LCPO) or equivalent.
 - Fully Qualified rating qualifications: NAVEDTRA 43367-(Series) 302.
 - Best Qualified rating qualification: NAVEDTRA 43367-(Series) 303.
 - Fully Qualified unit qualifications: EXWS, Command Duty Officer.
 - Best Qualified unit qualifications: Command Duty Officer, or equivalent.
 - Supports rating community evolutions [e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD), Advancement Exam Readiness Review (AERR) review and/or Rating Strategy Council/Working Group (RSC/WG)].
- d. Carrier Strike Group
- Primary Responsibility: Provide daily updates to leadership in regards to system and mission area readiness; maintain material readiness standard and long range maintenance planning support for platforms within AOR.
 - Fully Qualified rating qualifications: NEC C28C, or NAVEDTRA 43367- (Series) 302, NAVEDTRA 43367-2 (Series) 315.
 - Best Qualified rating qualification: NAVEDTRA 43367- (Series) 303.
 - Fully Qualified platform qualifications: Command Duty Officer/Staff Duty Officer equivalent.
 - Best Qualified platform qualifications: NAVEDTRA 43357-(Series), EIWS.
 - Supports rating community evolutions [e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD), Advancement Exam Readiness Review (AERR) review and/or Rating Strategy Council/Working Group (RSC/WG)].
2. Shore Assignments: At the E7 level, Shore duty billets are primarily at a SURFPAC, AIRLANT, NIOC, NIOD, IWTC, IWTG, NCTAMS, White House Communications Agency (WHCA), HOPPER DET and at National shore sites. Occasionally, there are a few special shore duty requirements at Recruit Training Command (RTC) and Navy Recruiting Command (CNRC), candidates are carefully screened prior to assignment. CTM E7 and above may have multiple back-to-back shore rotations due to the limited amount of Sea Duty billets.
- Primary Responsibility: Leading Chief Petty Officer (LCPO) or equivalent.
 - Instructor/Recruit Division Commander with documented impact.
 - Recruiter or equivalent with mission and leadership impact.
 - Regional Maintenance Center Field Maintenance Technician with documented impact on shipboard/regional activities.
 - Information Warfare Training Group (IWTG) duty assignment with documented fleet support and training as well as technician development and mentoring.
 - White House Communications Agency: Non-Commissioned Officer in Charge (NCOIC).



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- Fully Qualified rating qualifications: NAVEDTRA 43367- (Series) 302.
- Best Qualified rating qualification: NAVEDTRA 43367- (Series) 303.
- Fully Qualified unit qualifications: MTS/ATS as applicable.
- Best Qualified unit qualifications: EIWS, Duty Section Leader, Command Duty Officer or equivalent
- Supports rating community evolutions [e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD), Advancement Exam Readiness Review (AERR) review and/or Rating Strategy Council/Working Group (RSC/WG)].

Considerations for advancement from E8 to E9

1. Shore Assignments: At the E8 level, shore duty tours are primarily at NAVIFOR, SURFLANT, NPC, NIOC, CIWT, and IWTC. Special consideration should be given to those serving at NAVIFOR, SURFLANT and NPC staffs with documented leadership and community-wide impact.

- Strong documented leadership results serving as a SEL/Joint Service SEL, Dept. Leading Chief Petty Officer (DLCPO), Rating Detailer, TYCOM or other key leadership positions, Instructor/Recruit Division Commander and/or Staff Action Officer.
- Qualifications such as Command Duty Officer (CDO), Assistant Command Duty Officer (ACDO), Staff Duty Officer (SDO), Section Leader and/or Senior Enlisted Watchbill Coordinator
- Master Training Specialist (MTS)/Afloat Training Specialist (ATS) and enlisted warfare qualifications are expected when available at the command.
- Supports rating community evolutions (e.g. PQS development, Joint Duty Task Analysis, Training Requirement Review (TRR), Occupational Standard (OCCSTD) review, Rating Strategy Council/Working Group (RSC/WG) and/or Advancement Exam Readiness Review).
- Senior Enlisted Academy.

2. Sea Assignments: At the E8 level, sea duty tours are surface and subsurface direct support attached to Fleet Electronic Support (FES).

- Complete a tour as DLCPO or 3MC with documented leadership/INSURV/OFRP Certifications, Assistant EMO and/or Equipment Manager.
- Qualifications such as CDO, ACDO, SDO, Section Leader, Senior Enlisted Watchbill Coordinator, CSOOW, EOOW, Conning Officer, JOOD, etc., or any shipboard training team with documented impact.
- MTS/ATS and enlisted warfare qualifications are expected when available at the command.
- Documented passing 3M inspection scores (if tour is 3M Coordinator).
- Supports rating community evolutions (e.g. PQS development, JDTA, TRR, OCCSTD review, RSC/WG and/or Advancement Exam Readiness Review).
- Senior Enlisted Academy.