Cryptologic Technicians (Collection) (CTR) operate advanced computer systems to conduct Information and Cyberspace Operations; collect, analyze, and exploit Signals Of Interest (SOI) throughout the Radio Frequency (RF) spectrum to identify, locate, and report worldwide threats; control, inventory, and safeguard access to classified material and information systems; provide tactical, digital network, strategic signals intelligence, technical guidance, targeting solutions, and Signals Intelligence (SIGINT) support to surface, subsurface, air, space, special operations forces, and National consumers to maintain information superiority.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA / SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CTRCM	20.2 Yrs	CSEL	(See Note 5)	**4th Shore Tour** **Billet:** CSEL, ECM, Senior Detailer, Rating Lead, Rating Advisor, Rating Training Mgr, Requirements Officer, Collection OPS Mgr, OPS Chief, Joint SEL, SEL **Duty:** OPNAV, NAVIFOR, USFF, CPF, CCMD, FCC/C10F, BUPERS, NPC, NIF, TYCOM, NSW, NIWDC CIWT, IWTC, Numbered FLT, NIOC, FIOC/DSO
23-26	CTRCM CTRCS CTRC	20.2 Yrs 17.2 13.3	CSEL	(See Note 5)	**4th Sea Tour** **Billet:** CSEL, ECM, Senior Detailer, Rating Lead, Rating Advisor, Requirements Officer, Joint SEL, SEL, Fleet ACRC, Collection OPS Mgr, OPS Chief, Rating Training Mgr, LCPO, (ACM), ACRC **Duty:** USFF, NAVIFOR, CPF, Numbered FLT, CCMD, FCC/C10F, NIF, OPNAV, BUPERS, NPC, NSW, JIB/JCOG, CIWT, IWTC, IWTG, NIOC, FIOC/DSO, Targeting/Fires/C-C5ISRT, Special Programs, NEIC **Qualification:** C06B, C08A, C12A, C13A, C16A, C19A, C19B, C24A, 771B, 702C, 703C, 785B, 785C, 785D, 785E, 785F, 785K, 785J, 831A, 8SEA

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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
20-23	CTRCM CTRCS CTRC CTR1	20.2 Yrs 17.2 13.3 7.5	CSEL, CWO, Recruiting	48 (See Note 5)	**3rd Shore Tour** **Billet:** CSEL, ECM, Senior Detailer, Rating Lead, Rating Advisor, Requirements Officer, Joint SEL, SEL, ACRC, LCPO, Collection/Mission Mgr, Rating Training Mgr, Instructor/Course Supervisor **Duty:** OPNAV, NAVIFOR, BUPERS, CCMD, NPC, NIF, TYCOM, NSW, CIWT, IWTC, IWTG, Numbered FLT, SAL/SDC, NIOC, FIOC/DSO, CMF, JIB/JCOG, JIOC, Surface/Sub/Air platforms. Targeting/Fires/C-C5ISRT, Special Programs, NEIC **Qualification:** C06B, C08A, C12A, C13A, C14A, C16A, 831A, C18A, C19A, C19B, C21A, C24A, 805A, 8MTS, 771B, 702C, 703C, 785B, 785C, 785D, 785E, 785F, 785K, 785J, C20A, 8SEA
16-20	CTRCS CTRC CTR1	17.2 Yrs 13.3 7.5	CSEL, CWO, WTI, MCCEP P3, Recruiting	36	**3rd Sea Tour** **Billet:** CSEL, LCPO, Afloat LCPO(ACM), ACRC, Placement Coord, Afloat LPO, Detailer, TIO, Instructor, Mission Supe, SEL **Duty:** NIF, NPC, TYCOM, CCMD , NSW, CIWT, IWTC, IWTG, JIB/JCOG, JIOC, Numbered FLT, SAL/SDC, NIOC, FIOC/DSO, CMF, Surface/Sub/Air platforms, Targeting/Fires/C-C5ISRT, Special Programs, NEIC **Qualification:** C06A/B, C08A, C12A, C13A, C14A, C16A, C18A, C19A, C19B, C20A, C21A, C23A, C24A, 771B, 702C, 703C, 785B, 785C, 785D, 785E, 785F, 785K, 785J, C19A, 805A, 8MTS, 8SEA

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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	CTRCS CTRC CTR1	17.2 Yrs 13.3 7.5	CWO, OCS, CSEL, WTI, MCCEP P2/P3, RTC, Recruiting **Internship:** MECCAP, MINSAP, MSAP	48 (See Note 5)	**2nd Shore Tour** **Billet:** CSEL, LCPO, Joint SEL, SEL, LPO, Detailer, Placement Coord, Instructor, TIO, Mission Supe, TAR, TDNA **Duty:** NIF, NPC, TYCOM, CCMD, NSW, CIWT, IWTC, JIB/JCOG, Numbered FLT, IWTG, SAL/SDC, NIOC, FIOC/DSO, CMF Surface/Sub/Air platforms, Targeting/Fires/C-C5ISRT, Special Programs, NEIC **Qualification:** C06A/B, C08A, C12A, C13A, C14A, C16A, C18A, C19A, C19B, C20A, C21A, C23A, C24A, 771B, 702C, 703C, 785B, 785C, 785D, 785E, 785F, 785K , 785J, 708A, 805A, 8MTS, 8SEA
8-12	CTRC CTR1 CTR2	13.3 Yrs 7.5 5	STA-21, , Recruiting, RTC, WTI, MCCEP P1/P2/P3 **Internships:** MECCAP, MINSAP, MSAP	36	**2nd Sea Tour** **Billet:** ACRC, Afloat LCPO(ACM)/LPO, TIO, Mission/Watch Sup, Instructor, Adjunct Faculty, Operator, Analyst, TAR, TDNA, Junior Rating Detailer **Duty:** TYCOM, NSW, Numbered FLT, NIOC, FIOC/DSO, JIOC, JIB/JCOG, Surface/Sub/Air platforms, Targeting/Fires/C-C5ISRT, NEIC **Qualification:** C06B, C08A, C12A, C13A, C14A, C16A, C18A, C19A, C19B, C20A, C21A, C23A, C24A, 771B, 702C, 703C, 785B, 785C, 785D, 785E, 785F, 785K, 785J, 805A, 708A, 8MTS, 8SEA

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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
5-8	CTR1 CTR2 CTR3	7.5 5Yrs 30 months	STA-21, RTC, Recruiting, MCCEP P1/P2 **Internships:** MINSAP, MSAP, MECCAP	36	**1st Shore Tour** **Billet:** Operator, Analyst, Instructor, Adjunct Faculty, TAR, TDNA **Duty:** Flag/Staff, National, SAL/SDC, NIOC, FIOC/DSO , CMF, IWTC, NSW, Targeting/Fires/C-C5ISRT,NEIC **Qualification:** C06B, C08A, C14A, C16A, C18A, C19A, C19B, C20A, C21A, C23A, C24A, 708A, 771B, 703C, 785B, 785C, 785D, 785K, 785J
1-5	CTR2 CTR3	3 Yrs 30 months	STA-21, OCS, MCCEP P1 **Internships:** MINSAP, MSAP	36	**1st Sea Tour** **Billet:** Operator, Analyst, TAR, TDNA **Duty:** NIOC, FIOC/DSO , Surface/Sub/Air platforms, NSW, Targeting/Fires/C-C5ISRT, NEIC **Qualification:** C06B,C08A, C14A, C16A, C18A, C20A, C21A, C23A, 708A
1+/-	CTRSN CTRSA Accession Training	18 months 9 months	Naval Academy, NROTC	(See Note 3)	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command

Notes:

1. Communications Signals Collections Course (CSCC) and NAV3C required; both classes combined equate to CTR "A" School.

2. CTRs must maintain a TS/SCI clearance. Counter-Intelligence polygraphs are required prior to assignment at many locations.

3. For accession Sailors, Subsurface and Aircrew are no longer considered voluntary. Upon entering into the rating, all accession Sailors will sign a page 13 volunteering for both Subsurface and Aircrew. This is a mandatory requirement in order to enter into the CTR rating.

4. Per COMNAVIFORINST 1414.1D, EIWS is not mandatory, however when available, the qualification is expected for identifying Best Qualified candidates for Senior Enlisted advancement. Other Enlisted Warfare qualifications meet Best Qualified criteria and expected when they are available.

5. Opportunities to diversify between functional areas within the CTR rating are sometimes limited due to the necessity to meet tour rotation requirements. Sea/Shore rotation for CTRs is 36/36 with the following exceptions: 2nd and 3rd shore tours are 48 months for all paygrades. E8 will not follow Sea/Shore Flow due to limited Sea Duty coded billets. Sea/Shore rotation was previously OCONUS/INCONUS until 2019. OCONUS Tours included shore duty Overseas, Hawaii, INCONUS sea duty and FDNF tours. INCONUS Tours included Shore duty stateside. This should be taken into consideration for CTR personnel who were detailed under these former requirements.

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6. Career enhancing shore tours should be positions in which leaders contribute directly to command missions while developing and mentoring in-service and joint-service personnel. CTR leadership and management intensive shore billets include Junior CTR Rating Detailer, Placement Coordinator, Accessions Detailer, Naval Education and Training Professional Development Center (NETPDC) IW Rating Content Validity Chief (CVC), OPS Chief, Senior/Collection Manager, Rating Training Manager, Fleet Information Operations Center (FIOC/DSO) Battle Watch Chief/Supervisor, Mission Supervisor, Information Warfare Training Command (IWTC) Instructor/Course Supervisor, Information Warfare Training Group Inspector/Trainer/Instructor, and SEL at Navy Information Operations Command (NIOC)/Navy Information Operations Detachment (NIOD)/Combined Task Force (CTF), assignment as a planner for Operations in the Information Environment, planning for C-C5ISRT, and support to integrated targeting and fires. Some key CTR stakeholder positions have limited traditional leadership opportunities, however they do have large-scale influence on the CTR rating and/or IW Community and should be given special consideration. These positions are located at: USFF, Numbered FLT ACRCs, FCC/C10F, National shore sites/NIOCs, Navy Personnel Command (NPC), Naval Special Warfare (NSW), Naval Information Forces (NAVIFOR), Center for Information Warfare Training (CIWT), Information Warfare Training Group (IWTG), Naval Information Warfighting Development Center (NIWDC), and Combatant Commands (CCMD).

7. Career enhancing sea tours should be positions in which leaders contribute directly to operational missions while developing and mentoring in-service CTRs and other Information Warfare personnel. CTR leadership-intensive sea billets include Afloat Cryptologic Manager (ACM), Shipboard Signals Exploitation Space (SSES) LCPO/LPO/Supervisor/Operator, Assistant Cryptologic Resource Coordinator (ACRC), DIRSUP Surface/Supervisor/Operator/Analyst,, MIC Watch, Battle Force COMINT Analyst, DIRSUP Subsurface Supervisor/Operator/Analyst and Airborne DIRSUP Supervisor/Operator/Analyst. Key CTR sea positions are located at Numbered Fleets, Carrier Strike Groups, Expeditionary Strike Groups, Cryptologic Warfare Group (CWG)-SIX Special Programs, Naval Special Warfare and Joint Special Operations (as further broken out in note 8 below), and support to integrated targeting and fires.

8. CTRs also serve in the following commands in both shore as well as Type II / Sea Duty billets. A-E are with Naval Special Warfare (NSW) or Joint Special Operations components. Each of the following are highly specialized and technical tours whereby Sailors are carefully screened prior to assignment and undergo extensive training prior to being considered fully capable and operational. CTRs also serve in Type II / Sea Duty within the command in item F.

(a) NSW Tactical Information Operations (TIO) serve in combat and non-combat operations, utilizing Special Operations Forces (SOF) tactics, techniques, and procedures (TTP) to perform full spectrum SIGINT, Electromagnetic Warfare, and Cyber operations, in support of National, Strategic, Fleet and Theater Special Operations Commands' Counter Terrorism and Great Power Competition efforts.

(b) Naval Special Warfare Development Group (NSWDG) is a Chief of Naval Operations Priority 1 special duty assignment supporting Research, Development, Test & Evaluation of cutting-edge TTPs, and a classified National Mission.

(c) Special Reconnaissance Team (SRT) supports a man, train, equip, and organize, in order to deploy forces to conduct Preparation of the Environment (PE), Intelligence, Surveillance and Reconnaissance (ISR), Special Operations (SO), and Combat Support (CS) for CCMDs, Interagency and Host Nation Partners.

(d) Joint Cyber Operations Group (JCOG) is a special duty assignment, CNO Priority 1 MAJCOM that develops cyberspace tactics, techniques, and procedures to support a classified National mission.

(e) Joint Special Operations Command Intelligence Brigade (JIB) CNO Priority 1 special duty assignment that provides both reach-back and deployed intelligence, surveillance, and reconnaissance support to Joint Special Operations components.

(f) Navy Expeditionary Intelligence Command (NEIC) Intelligence Exploitation Teams (IETs) serve in joint, combined, or service operation environments. IETs utilize TTPs to perform full-spectrum Counterintelligence, HUMINT Electromagnetic Warfare, and SIGINT operations in support of Fleet, Navy Component Commanders, and Joint Force Commander's operational requirements.

9. Many Joint Service billets exist across the CTR billet base, mostly located at CWG- SIX NIOC/NIOD sites. These commands use titles to include Non-Commissioned Officer in Charge (NCOIC), Senior NCOIC (SNCOIC), and SEL interchangeably. Definitions of these titles may vary from Command to Command but are typically the equivalent of Division LPO/LCPO, Department LPO/LCPO, and Command SEL. Specification in write-ups should include the number of personnel and/or the number of work center(s) supervised as well as any and all technical leadership enveloped within these established roles.

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10. Cryptologic Internship Programs: Middle Enlisted Cryptologic Career Advancement Program (MECCAP), Military Intern Signals Intelligence Analysis Program (MINSAP), and Military Signals Analyst Program (MSAP) are highly competitive apprenticeship programs for grooming experts in their respective disciplines. These programs incur a six year obligation with the first three completing the program and a follow on three year tour which could result in a break of sea / shore rotation, but should not be viewed as a detractor due to the highly technical skillsets these programs are intended to garner. Additionally, during the first three years of the internship, Sailors are not afforded the opportunity for traditional Navy leadership roles as they are expected to focus on the scope of their internship program and depth areas. Special consideration should be given to the Sailors selected for these internships as they are considered to be at the top of operational expertise and are highly valued due to the technical experts these programs generate for the CTR and cryptologic community writ large.

11. Advanced Signals Analyst (NEC C19A). CTRs holding the NEC C19A are Master-level Signal Analysts and are closed-loop detailed to fill critical billets at National shore sites; as such, they are exempt from sea/shore flow requirements. Depending upon the duty station location and billet placement, a C19A Sailor may not have the same ability to serve in the capacity of normal Navy or Joint SEL leadership opportunities. This, combined with sea shore flow restrictions, should afford special consideration to be given to CTRs who have earned this NEC and have served multiple tours as highly skilled technical experts and senior analysts in the cryptologic community.

12. The CTR Community occasionally has a few special shore duty requirements such as Recruit Division Commander (RDC), Recruit Training Command, Recruiting, Senior Enlisted Academy, or other programs that develop Sailors for today's Navy. Candidates are carefully screened prior to these rigorous duties and are highly encouraged to participate in CTR Community impact engagements when possible.

Considerations for advancement from E6 to E7. Beginning in FY25, Advanced Leader Development Course will be a prerequisite for the E7 Navy Wide Advancement Exam.

1. **Sea Assignments**: At the E6 level, sea duty tours are onboard surface, NSW or Joint Special Operations components, NEIC, subsurface and airborne platforms, either PCS or direct support. Special consideration should be given to those serving in these challenging sea duty billets with documented leadership, technical management, and Fleet impact.
   - Must show strong documented technical results serving as Watch Supervisor, Collection Supervisor, or other key positions as assigned/designated on watch teams and/or within the command.
   - CTRs are frequently assigned to roles developing and operationalizing emerging technology, access, and capabilities. Documented expertise and leadership within these roles should be given special consideration.
   - Should show impact in CTR community by participating in Occupational Standards (OCCSTDs), Job, Duty, Task Analysis (JDTA), Training Requirements Review (TRRs) and PQS working groups
   - Master Training Specialist / Afloat Training Specialist (MTS/ATS) and Enlisted Warfare Qualifications are expected when available at commands per note 4.
   - Demonstrate operational and command-wide impact as well as working knowledge of Navy programs and policies.
   - Sailors serving in Direct Support Submarine billets have the opportunity to earn C24A (Cryptologic Subsurface Augmentee Supervisor) via OJT/PQS/JQR. CTR1s achieving this qualification should be given special consideration for qualifying in this technical milestone.

2. **Shore Assignments**: At the E6 level, Shore duty billets are primarily at a Flag/Staff, NIOC, NIOD, FIOC/DSO, CMF, NSW, IWTC, IWTG and at National shore sites. Should show documented leadership, technical management and CTR community-wide impact.
   - Must show strong documented technical results and leadership serving as Mission / Team Lead or Supervisor, Watch Supervisor, Instructor, Course Supervisor, Junior Rating Detailer, NCOIC, Team Lead, or other key positions as assigned/designated on watch teams and/or within the command.
   - CTRs are frequently assigned to roles developing and operationalizing emerging technology, access, and capabilities. Documented expertise and leadership within these roles should be given special consideration.

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- Should show impact in CTR community by participating in OCCSTDs, JDTA, TRRs and PQS working groups
- MTS/ATS expected when available. Additionally, those serving in a National Cryptologic University (NCU) billet should qualify Adjunct Faculty or Faculty Certification.
- Warfare Qualifications are expected when available at commands per note 4.
- Demonstrate operational and command-wide impact as well as working knowledge of Navy programs and policies.

Considerations for advancement from E7 to E8. Beginning with the FY26 Selection Board, CPO Leader Development Continuum will be a prerequisite for advancement to E8 and constitutes a fully qualified candidate.

1. **Sea Assignments**: At the CPO level, sea duty tours are onboard surface, NSW or Joint Special Operations components, subsurface and airborne platforms, either PCS or direct support. Special consideration should be given to those serving in challenging sea duty billets with documented leadership, technical management, and CTR community-wide impact.
- Must show strong documented technical knowledge and leadership serving as ACM, ACRC, Cryptologic Subsurface Augmentee Supervisor, Collection OPS Manager, or other key positions as assigned/designated within the command.
- CTRs are frequently assigned to roles developing and operationalizing emerging technology, access, and capabilities. Documented expertise and leadership within these roles should be given special consideration.
- Implement operational and/or command-wide impact as well as strong working knowledge of Navy programs and policies.
- MTS/ATS and Enlisted Warfare Qualifications are expected when available at commands per note 4.
- Participate in Rating Leadership through OCCSTDs, JDTA, TRR, Advancement Exam Readiness Review (AERR), Rating Strategy Council (RSC), Policy reviews, and other community working groups.

2. **Shore Assignments**: Should show documented technical management/leadership within the command and CTR community-wide impact when possible.
- Must show strong documented technical knowledge and leadership serving as SEL, Joint SEL, Technical Director (TD), NCOIC / SNCOIC, Mission Supervisor, Battle Watch Chief/Supervisor, Collection OPS Manager, Rating Training Manager, Course Supervisor, Lead Instructor, or other key leadership positions as assigned/designated within the command.
- Must show strong documented technical and operational experience when assigned to a numbered fleet or Echelon II command.
- CTRs are frequently assigned to roles developing and operationalizing emerging technology, access, and capabilities. Documented expertise and leadership within these roles should be given special consideration.
- Implement operational and command-wide impact as well as strong working knowledge of Navy programs and policies.
- MTS/ATS expected when available. Additionally, those serving in an NCU billet should qualify Adjunct Faculty or Faculty Certification.
- Warfare Qualifications are expected when available at commands per note 4.
- Show strong documented Rating Leadership through participation in OCCSTDs, JDTA, TRR, AERR, RSC, Policy reviews, and other community working groups.

Considerations for advancement from E8 to E9. Fully qualified candidates should have the 8SEA NEC in their record or subsequent proof of attendance and graduation of the Senior Enlisted Academy.

1. **Sea Assignments**: At the E8 level, sea duty tours are extremely limited and are primarily at Flag/Staff, NIOC Direct Support (Surface/Subsurface/Air), CSG 4/5/15, Naval Special Warfare and Joint Special Operations components and other deployment opportunities within National Missions. Special consideration should be given to those serving in challenging sea duty billets with documented leadership, Fleet, and IW/CTR Community impact.

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- Must show strong documented technical knowledge and leadership serving as ACRC, ACM, Senior Collection OPS Manager or other key leadership positions as assigned/designated within the command.
- ATS and Enlisted Warfare Qualifications are expected when available at commands per note 4.
- Should Participate in Rating Leadership through OCCSTDs, JDTA, TRR, AERR, RSC, Policy reviews, and other community working groups.

2. **Shore Assignments**: Should show documented technical management/leadership within the command and special consideration should be given to those with IW/CTR community-wide impact.

- Must show strong documented technical knowledge and leadership serving as SEL, Joint SEL, TD, OPS Chief, Senior Mission Supervisor, Senior Collection Manger, OPS Manager, Training Manger, Course Supervisor, Numbered Fleet / ACRCs, OIE Planner, C-C5ISRT Planner, Integrated Targeting and Fires Supervisor, NETPDC IW Ratings CVC, or other key assigned leadership positions as designated/assigned within the command.
- Must show strong documented technical and operational experience when assigned to a numbered fleet or echelon two command.
- Should show strong documented rating leadership through participation in OCCSTDs, JDTA, TRR, AERR, RSC, policy reviews, and other community working groups.
- MTS/ATS expected when available. Additionally, those serving in an NCU billet should qualify Adjunct Faculty or Faculty Certification.
- Warfare Qualifications are expected when available at commands per note 4.

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