



CTR CAREER PATH
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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, TECHAD, Senior Detailer, Rating Lead, Rating Advisor, Requirements Officer, Collection OPS Mgr, OPS Chief, Joint SEL, SEL Duty: OPNAV, NAVIFOR, NSA/CSS, USFF, CPF, CCMD, FCC/C10F, BUPERS, NPC, NIFE, NSW, NIWDC, CIWT, IWTC, NIOC, FIOC/DSO
23-26	CTRCM CTRCS CTRC	20.2 Yrs 17.2 13.3	CSEL	(See Note 5)	4th Sea Tour Billet: CSEL, TECHAD, SEL, Fleet ACRC, Collection OPS Mgr, OPS Chief, ACM, ACRC Duty: USFF, NAVIFOR, NSA/CSS, CPF, Numbered FLT, CCMD, NIFE, NSW, JIB/JCOG, , IWTG, NIOC, NIOD, FIOC, Targeting/Fires/C-C5ISR, Special Programs 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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20-23	CTRCM CTRCS CTRC CTR1	20.2 Yrs 17.2 13.3 7.5	CSEL, CWO, WTI	48 (See Note 5)	<p>3rd Shore Tour Billet: CSEL, TECHAD, Senior Detailer, Rating Lead, Rating Advisor, Requirements Officer, Joint SEL/SEL, ACRC, , Collection/Mission Mgr, Rating Training Mgr, Instructor/Course Supervisor Duty: OPNAV, NAVIFOR, NSA/CSS, BUPERS, CCMD, NPC, NIFE, NSW, CIWT, IWTC, IWTG, Numbered FLT, SAL/SDC, NIOC, FIOC/DSO, CMF, JIB/JCOG, JIOC, Surface/Sub/Air platforms. Targeting/Fires/C-C5ISR, Special Programs, NEIC Qualification: C06B, C08A, C12A, C13A, C14A, C16A, 831A, C18A, C18B, C19A, C19B, C21A, C24A, 805A, 8MTS, 771B, 702C, 703C, 785B, 785C, 785D, 785E, 785F, 785K, 785J, C20A, 8SEA</p>
16-20	CTRCS CTRC CTR1	17.2 Yrs 13.3 7.5	CSEL, CWO,	36	<p>3rd Sea Tour Billet: CSEL, ACM, ACRC, , TIO, Instructor, Mission Supe, SEL Duty: NIFE, , CCMD , NSW, IWTG, JIB/JCOG, JIOC, Numbered FLT, SAL/SDC, NIOC, FIOC/DSO, Surface/Sub/Air platforms, Targeting/Fires/C-C5ISR, Special Programs, NEIC Qualification: C06B, C08A, C12A, C13A, C14A, C16A, C18A, C18B, C19A, C19B, C20A, C21A, C24A, C39A, C40A, 771B, 702C, 703C, 785B, 785C, 785D, 785E, 785F, 785K, 785J, 805A, 8MTS, 8SEA</p>



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12-16	CTRCS CTR1 CTR1	17.2 Yrs 13.3 7.5	CWO, OCS, CSEL, WTI, NIU Internship: MECCAP, MINSAP, MSAP	48 (See Note 5)	2nd Shore Tour Billet: SEL/Joint, Detailer, Placement Coord, Instructor, TIO, Mission Supe, TAR, TDNA Duty: NIFE, NPC, NAVIFOR, , NSA/CSS, CCMD, NSW, CIWT, IWTC, JIB/JCOG, Numbered FLT, IWTG, SAL/SDC, NIOC, FIOC/DSO, CMF Surface/Sub/Air platforms, Targeting/Fires/C-C5ISR, NEIC Qualification: C06B, C08A, C12A, C13A, C14A, C16A, C18A, C18B, C19A, C19B, C20A, C21A, C23A, C24A, C39A, C40A, 771B, 702C, 703C, 785B, 785C, 785D, 785E, 785F, 785K, 785J, 708A, 805A, 8MTS, 8SEA
8-12	CTR1 CTR1 CTR2	13.3 Yrs 7.5 5	STA-21 Internships: MECCAP, MINSAP, MSAP	36	2nd Sea Tour Billet: ACRC, ACM, TIO, Mission/Watch Sup, Instructor, Adjunct Faculty, Operator, Analyst, TAR, TDNA, Junior Rating Detailer Duty: NAVIFOR, NSW, Numbered FLT, NIOC, FIOC/DSO, JIOC, JIB/JCOG, Surface/Sub/Air platforms, Targeting/Fires/C-C5ISR, NEIC Qualification: C06B, C08A, C12A, C13A, C14A, C16A, C18A, C18B, C19A, C19B, C20A, C21A, C23A, C24A, C39A, C40A, 771B, 702C, 703C, 785B, 785C, 785D, 785E, 785F, 785K, 785J, 805A, 708A, 8MTS, 8SEA



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5-8	CTR1 CTR2 CTR3	7.5 5Yrs 30 months	STA-21 Internships: MINSAP, MSAP, MECCAP	36	1st Shore Tour Billet: Operator, Analyst, Instructor, Adjunct Faculty, TAR, TDNA Duty: Flag/Staff, NSA/CSS, SAL/SDC, NIOC, FIOC/DSO, CMF, IWTC, NSW, Targeting/Fires/C-C5ISRT, NEIC Qualification: C06B, C08A, C14A, C16A, C18A, C18B, C19A, C19B, C39, C40, C20A, C21A, C23A, C24A, 708A, 771B, 703C, 785B, 785C, 785D, 785K, 785J
1-5	CTR2 CTR3	3 Yrs 30 months	STA-21, OCS Internships: MINSAP, MSAP	36	1st Sea Tour Billet: Operator, Analyst, TAR 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. Should a Sailor no longer meet one or both of these requirements, the CTR Technical Advisor (TECHAD) should be notified.
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 Subsurface. 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 Fully Qualified candidates for Senior Enlisted advancement. Other Enlisted Warfare qualifications meet Best Qualified criteria and are expected when they are available. When available, Master Training Specialist / Afloat Training Specialist (MTS/ATS) are required and meet Best Qualified criteria. Additionally, National Cryptologic University (NCU) Adjunct Faculty or Faculty Certifications should be obtained when available and meet Best Qualified criteria.
5. Sea/Shore rotation for CTRs is 36/36 with the following exceptions: 2nd and 3rd shore tours may be extended up to 48 months for all paygrades due to a higher number of shore duty billets. E8 will not follow Sea/Shore Flow due to limited Sea Duty coded billets (avg. 24% of CTR E8 Billets are Type 2/3/4). 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. 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 listed in item F.

(1) 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.

(a) 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.

(b) 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.

(c) 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.

(d) 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.

(e) 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.

7. Many Joint Service billets exist across the CTR billet base, mostly located at CWG- SIX, NSA/CSS, and other NIOC/NIOD sites. These commands use titles to include Non-Commissioned Officer in Charge (NCOIC), Senior NCOIC (SNCOIC), Joint SEL, 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, but for operationally relevant positions to a Joint-Service team. 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.

8. 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.

9. 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.

10. The CTR Community does not have requirements as Recruit Division Commander, at Recruit Training Command, Recruiting, or the Senior Enlisted Academy. Candidates may volunteer and are carefully screened prior to these rigorous duties and are highly encouraged to participate in CTR Community impact engagements when



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possible in order to maintain technical acumen and relevance for a smooth transition when returning to the rating.

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 with documented leadership, technical management, and Fleet impact.

- Must show strong documented technical results serving as Watch Supervisor, Collection Supervisor, Direct Support (DIRSUP) Surface/Supervisor/Operator/Analyst, MIC Watch, Battle Force COMINT Analyst (BFCA) or other key positions as assigned/designated on watch teams and/or within the command.
- Sailors serving in Direct Support Submarine billets have the opportunity to earn C24A (Cryptologic Subsurface Augmentee Supervisor, NEC typically held by an E7) via OJT/PQS/JQR. CTR1s achieving this qualification should be given special consideration for qualifying in this technical milestone.
- CTRs with documented expertise and leadership that are assigned to roles developing and operationalizing emerging technology, access, and capabilities 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 and working knowledge of Navy programs and policies.

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 the CTR Rating Junior Detailer; strong documented technical leadership as Mission / Team Lead or Supervisor, Watch Supervisor, Instructor, Course Supervisor, NCOIC, Team Lead, or other key positions as assigned/designated on watch teams and/or within the command.
- CTRs with documented expertise and leadership that are assigned to roles developing and operationalizing emerging technology, access, and capabilities should be given special consideration.
- Should show impact in CTR community by participating in OCCSTDs, JDTA, TRRs and PQS working groups
- MTS/ATS/NCU Adjunct Faculty or Faculty Certifications and Warfare Qualifications are expected when available at commands per note 4.
- Demonstrate operational and command-wide impact and 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. CTR E7 Billet base averages 38-40%. 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 (C24A), CWG-SIX Special Programs, Collection OPS Manager, or other key positions as assigned/designated within the command.
- CTRs with documented expertise and leadership that are assigned to roles developing and operationalizing emerging technology, access, and capabilities should be given special consideration.
- Implement operational and/or command-wide impact as well as strong working knowledge of Navy programs and policies.



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- 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 with documented expertise and leadership that are assigned to roles developing and operationalizing emerging technology, access, and capabilities should be given special consideration.
- Implement operational and command-wide impact as well as strong working knowledge of Navy programs and policies.
- MTS/ATS/NCU Adjunct Faculty or Faculty Certifications and 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 / Shore stops due to a limited billet base for Type 2/4 CTRCS billets (as mentioned in note 5). 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 NSA/CSS National Missions. Special consideration should be given to those serving in challenging sea duty billets with documented leadership, Fleet, and IW/CTR Community impact.

- Must show strong documented technical knowledge and leadership serving as CSEL/SEL, ACRC, 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:** Some CTR stakeholder positions may have limited traditional leadership opportunities due to being at senior commands with smaller numbers, however they do have large-scale influence on the CTR rating and/or IW Community and should be given special consideration when documentation is appropriately reflected. Other critical roles must show strong documented technical knowledge and leadership as assigned. All must demonstrate sustained superior performance in leadership, technical expertise, and management-intensive positions that directly contribute to command missions while developing and mentoring in-service and joint-service personnel.

- High Impact to the Rating and IW Community: CIWT Curriculum Manager, IWTC Instructors/ Course Manager, NAVIFOR Training Manager, NETPDC Content Validity Chief (CVC). Critical Shore and Fleet Impact: Numbered Fleet ACRCs, SEL/Joint SEL, TD, OPS Chief, Senior Mission Supervisor, Senior Collection Manager, OPS Manager, OIE Planner, C-C5ISRT Planner, Integrated Targeting and Fires Supervisor, or other key assigned leadership positions as designated/assigned within the command.
- Should show strong documented rating leadership through participation in OCCSTDs, JDTA, TRR, AERR, RSC, policy reviews, and other community working groups.
- MTS/ATS/NCU Adjunct Faculty or Faculty Certifications and Warfare Qualifications are expected when available at commands per note 4.