IS CAREER PATH
(IW/SW/AW/EXW)

Intelligence Specialists (IS). Military information, particularly classified information about enemies or potential enemies is called "intelligence." IS' analyze information to determine its usefulness in military planning. They prepare materials that describe in detail the features of strategic and tactical areas worldwide to provide timely and relevant intelligence to strategic, operational and tactical level decision-makers, supporting Navy, joint and coalition missions.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ISCM	24.2 Yrs	CSEL	48	4th Shore Tour Billet: CSEL/SEA/DLCPO/ECM/DET, FLT/FORCE/TYCOM RATING LEAD Duty: National Agency, OPNAV, FFC, ISIC, Numbered FLT MOC/MIOC, Training Staff, TYCOM, SOCOM and NSW and NECC CMDs Qualifications: IW/SW/AW/EXW/SEA
23-26	ISCM ISCS	24.2 Yrs 19	CSEL	36	4th Sea Tour Billet: CSEL/DLCPO Duty: CSG 4/15, FLT Staff, NEIC, CVN/LHD, JSOC JIB DEVGRU, NSWTACDEVRON, SOCOM and NSW CMDs, NECC and Expeditionary CMDs Qualifications: IW/SW/AW/EXW/SEA
20-23	ISCM ISCS ISC	24.2 Yrs 19 13.2	CSEL,CWO	48	3rd Shore Tour Billet: CSEL/SEA/DLCPO/LCPO/ECM/Detailer/ISIC/INST/Training MGR, FLT/FORCE/TYCOM RATING LEAD, CI Support Officer (CISO) or CI Agent Duty: JIOC/JOC, NIOC, MIOC/MOC, TYCOM, COCOM, Training Staff, OPNAV, National Agencies, Numbered FLT MOC/MIOC, Cyber Teams, Attaché, SOCOM and NSW CMDs, NCIS, BCME, BUPERS/NPC, NECC and Expeditionary Groups (EOD, NMCB & Maritime Security), Warfighting Development Centers, Task Force Staff Qualifications: Warfare Qualifications, MTS, ATS, SEA

Revised: September 2024

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
16-20	ISCS ISC IS1	19 Yrs 13.2 7.5	CSEL, CWO, OCS, MECP	36	3rd Sea Tour Billet: SEA/DLCPO/LCPO/LPO/IDIS Duty: CVN, LHD, DDG/CG, SQDN, FID, CSG 4/15, PHIBRON, NEIC, JSOC JIB DEVGRU, NSWTACDEVRON, SOCOM and NSW CMDs Qualifications: IW/SW/AW/EXW/ATS
12-16	ISCS ISC IS1	19 Yrs 13.2 7.5	CWO, OCS, MECP	48	2nd Shore Tour Billet: DLCPO/LPO/WCS/INST/ CI Support Officer (CISO) or CI Agent Duty: SEL/DLCPO/LCPO/ECM/ Detailer/ISIC/INST/TRN MGR/ Duty: JIOC/JOC, NIOC, IWTG MIOC/MOC, TYCOM, COCOM, National Agencies, NUMBERED FLT, Training Staff, OPNAV, Cyber Teams, Attaché, SOCOM and NSW CMDs, NCIS, BCME, BUPERS/NPC, NECC and Expeditionary Groups/CMDs, (EOD, NMCB & Maritime Security), Warfighting Development Centers, Task Force Staff, Expeditionary Training and Evaluation Unit Qualifications: IW, Various Watch quals, MTS, ATS
8-12	ISC IS1 IS2	13.2 Yrs 7.5 3.9	OCS, MECP	36	2nd Sea Tour/2nd Shore Tour Billet: LCPO/LPO/IDIS/WCS Duty: CVN, LHD, DDG/CG, SQDN, FID, CSG/ESG Staff, NEIC, JSOC JIB, DEVGRU, NSWTACDEVRON and NSW CMDs, NECC and Expeditionary Groups/CMDs, (EOD, NMCB & Maritime Security) Expeditionary Warfighting Development Center, Task Force Staff, Expeditionary Training and Evaluation Unit. Qualifications: IW/SW/AW/EXW

Revised: September 2024

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
4-8	IS1 IS2 IS3	7.5 Yrs 3.6 1.9	MAGTF CI/HUMINT Training, STA-21, OCS, MECP	36	1st Shore Tour/1st Sea Tour Billet: Operational Intelligence, Strike or Imagery Analyst; IS-K13A CI/HUMINT Analyst Duty: (Shore) Joint COCOM JIC/JAC/JIOC, Numbered FLT MOC/MIOC, ONI, Instructor, IWTG (Sea) CVN, LHD/LHA, VFA or VQ, FID DC or FID Fallon; Expeditionary (EOD, NMCB, Maritime Security); NSW commands (NSWG 1, NSWG 2, SRT, DEVGRU); CI/HUMINT (CI Support Officer (CISO) or CI Agent) Qualification: IW/SW/AW/EXW, MTS, ATS IS-K10A: GEOINT Professional Certification – Imagery Analyst (GPC-IA)
1-4	IS2 IS3	3.6 Yrs 1.7	MAGTF CI/HUMINT Training, Naval Academy, NROTC, STA-21	36	1st Sea Tour/1st Shore Tour Billet: Operational Intelligence, Strike or Imagery Analyst. Duty: (Sea) CVN, LHD/LHA, VFA or VQ, FID DC or FID Fallon; Expeditionary (EOD, NMCB, Maritime Security); NSW commands (NSWG 1, NSWG 2, Special Screening Programs) (Shore) Joint COCOM JIC/JAC/JIOC, Numbered FLT MOC/MIOC, ONI Qualifications: IW/SW/AW/EXW
1+/-	SEAMAN Accession Training	9 Months			Recruit Training and all schools or training events are required to be completed prior to reporting to their first operational command

Notes:

1. "A" School required.

2. IS's must maintain a valid adjudicated TS/SCI security clearance.

3. The IS rating does not have closed loop NECs, but does develop a Sailor along distinct NEC paths across a career continuum of training within an apprentice-journeyman-master level framework. The identified NEC paths for an apprentice will be Operational Intelligence (OPINTEL) or Geographic

Revised: September 2024

Intelligence/Strike (GEOINT/Strike). There are other specialized NEC paths that IS' from these two main paths may off-ramp to for one or multiple tours. K13A CI/HUMINT is an off-ramp path that a Sailor will generally stay on up to and including promotion to SCPO or MCPO. K37A Cyber Threat Intelligence Analyst is an off-ramp path that a Sailor may execute one to two tours on with the possibility of back-to-back tours to fulfill prioritized operational requirements.

4. Typical sea/shore Flow for the IS Rating is 36/36 for first Sea/Shore tour, and 36/48 for second tour and beyond. In accordance with MPM 1306-101 (Enlisted Assignment System), equitable distribution across activities and personnel inventory may not always respect established sea/shore flow in order to ensure Sailors are assigned within their respective NEC paths to facilitate their professional development and specialization within the rating while also meeting operational requirements. Specific NECs including K10A, K13A, K23A (and related NECs), K27A & K37A have limited opportunities at sea in the ranks of E6-E9. Back-to-back shore in these NECs and ranks should NOT be viewed negatively as the rating must grow mastery level Intelligence Specialists within their respective NEC paths.

5. NSW and Joint SOF Command tours begin at 48 months and may be extended to 60 and beyond. Proven favorable performance during NSW and Joint SOF tours builds credibility with operators and commands. Retours and/or back-to-back tours should not be viewed negatively. Best and fully qualified Sailors working within NSW/Joint SOF are very often sought out to remain within these organizations to lead the formations at these arduous sea duty assignments.

6. The IS rating supports missions across every warfighting discipline. This affords Sailors multiple opportunities to fill challenging and career-enhancing assignments where they lead Sailors, while also developing technical skills that support professional and technical development. The following assignments are NOT listed in priority order and should ALL be given the consideration noted herein:

   a. Independent Duty Intelligence Specialist (IDIS). The IDIS role is unique as the designated Intelligence Officer for the unit and is one of the most challenging opportunities in the rating. Special consideration should be given to those who perform competitively within these assignments.
   b. Joint Special Operations Command (JSOC), Naval Special Warfare Development Group (DEVGRU), Special Reconnaissance Team (SRT), and Naval Expeditionary Intelligence Command (NEIC) require additional candidacy screenings prior to assignment and are all considered challenging and career-enhancing tours. Documented favorable performance during these tours merits special consideration.
   c. Numbered Fleet Staff and MOC/MIOC, afloat Carrier Strike Groups (CSG), Amphibious Squadron Staff (PHIBRON), and Expeditionary Staffs are essential to implementing commander's intent into intelligence planning and the execution of intelligence operations afloat. Qualification as a Flag or Fleet Intelligence Watch Officer (FIWO) is the highest level of demonstrated operational technical proficiency for SUPPLOT, EXPLOT, or Numbered Fleet MOC/MIOC, and merits special consideration.
   d. IS' that are favorably performing in Counterintelligence/Human Intelligence NEC (K13A) billets are executing some of the most specialized work within the rating. Commands may include but are not limited to Naval Criminal Investigative Service (NCIS) and Brooks Center for Maritime Engagement (BCME), Numbered Fleet Staff and Tactical Special Operations Centers (TSOC). IS' performing competitively in these billets merit special consideration.

7. Cyber billets enable an IS to employ a unique range of analytic skills for those who serve in Cyber Mission Force (CMF) billets, COCOM Cyberspace Operations Integrated Planning Element (COIPE), CYBERCOM, and COMTENTHFLT staff. Those assigned at staff level should qualify in the MOC/JOC watch or as applicable and have documented impact to the mission. Additionally, at the unit level including commands such as National Mission Team (NMT), Combat Mission Team (CMT) or Cyber Protection Team (CPT); IS' should display documented support to the teams in an analytic capacity as a Joint Targeting Analyst (JTA) or All Source Analyst (ASA). ASAs perform analysis of

multi-disciplined cyber threat information across the government and Intelligence Community (IC) to support Offensive and Defensive Cyberspace operations.   More specifically, they may provide indications and warnings for cyberspace threats; conduct hunt forward operations in support of defensive cyber operations; provide intelligence support to assess networks for potential threats and critical vulnerability exploits; and intelligence support to counter potential malicious cyber actors/advanced persistent threats.   JTAs conduct joint target development in accordance with the joint targeting cycle to enable offensive cyberspace effects operations; conduct all-source collection management functions in support of requests for information and intelligence gaps to support OCO/DCO operations; and provide intelligence support to mission package development.

8. Shore duty composes approximately 57% of the IS rate and allows multiple opportunities to fill career-enhancing, challenging assignments.   Shore duty at large shore-based intelligence operations centers often affords the IS opportunities for professional development in the areas of leadership and technical analytic competency.   These various shore duty opportunities provide insight into intelligence planning, management, budgeting, manpower and the execution of intelligence administration and operations.   Successful completion is further defined by displaying documented favorable performance including but not limited to the following:
    a. The successful completion of a challenging department or division leadership role (LPO/LCPO) at commands such as numbered fleet MOC/MIOC, JIOC, JAC, JOC or centers onboard the Office of Naval Intelligence (ONI) is seminal to developing the technically competent leadership skills sought in senior enlisted IS' and merits special consideration.
    b. Instructor duty and Training Staffs (CSG 4/15, IWTG, SMWDC, NIWDC, NAWDC, TTGP/L, Cyber Training Team)
    c. Navy Special Warfare (NSW) support billets
    d. Expeditionary Warfare (EXW) support billets
    e. Counter-Intelligence (CI) support billets
    f. Cyber Mission Force (CMF) billets

9. Attaché duty is for Sailors who possess the ability to succeed in dynamic administrative environments and are able to advise their country's attaché on select diplomatic missions.   When considering Defense Attaché Office (DAO) in a Sailor's career history, special consideration should be given to areas with challenging geo-political environments or locations, to include the following in alphabetical order: Algeria, China (Beijing), Croatia (Zagreb), Egypt (Cairo), Finland (Helsinki), Gabon (Libreville), India, Israel (Jerusalem), Lithuania (Vilnius), Peru, Russia (Moscow), Senegal (Dakar), Sri Lanka (Colombo), Tanzania (Dar Es Salaam), Turkey (Ankara).

10. Special consideration is merited for IS' who demonstrate wider rating community involvement through participation in important rating modernization functions, including Occupational Standards Review, PQS development, Navy Tactical Techniques and Procedures(NTTP) revisions, Naval Warfare Publication (NWP) revisions, Joint Publication revisions, Advancement Exam Readiness Review (AERR), Course Curriculum Development and Training Readiness Reviews (TRR).

11. The Naval Information Warfighting Development Center (NIWDC) and Naval Aviation Warfighting Development Center (NAWDC) develop top-tier IW tacticians and instructors (WTI) to meet the challenges of instructing, mentoring, and creating a confident warfighting culture, high standards of performance and repeatable processes.   IS' with the WTI qualification are screened and selected to complete a demanding training pipeline; as WTIs, they develop tactics, techniques and procedures (TTPs) for publication into Naval doctrine.   WTIs develop and validate TTPs, and integrate intelligence operations capabilities into all warfare areas.   WTIs demonstrate advanced instructional techniques; develop, implement, and evaluate curricula, and dramatically increase combat readiness. Achieving the WTI qualification from NIWDC or level 4/5 from NAWDC is a benchmark of technical expertise and consideration is merited for IS' who are evaluated as having contributed to these important lines of effort.

Revised: September 2024

12. Sailors who, of their own initiative, pursue any available DOD, Joint, Other Service, Inter-Agency, Intelligence Community (IC), or college-level specialized intelligence-related training, education, certification or qualifications merit special consideration.

13. Shanower Intelligence Specialist of the Year, RADM Edwin T Layton Leadership Award, VADM Rufus Taylor Award for Instruction recipients should be considered in a similar way to Sailors of the Year. These awards are a recognition of excellence in performance of intelligence tradecraft and recipients are considered through a board process akin to Sailor of the Year by a panel of Senior Intelligence Officers and IS Senior Enlisted Community Leadership.

14. IS NEC's include:

    K070 – Intelligence Specialist A School (NEC Activated in Oct 2019)
    K10A – Geographic Intelligence (GEOINT) Analyst
    K13A – Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist
    K23A – Strike Warfare Intelligence Analyst
    K27A – Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst
    K36A – Operational Intelligence Analyst
    K37A – Cyber Threat Intelligence Analyst
    K38A – Joint Targeting School Graduate (tracking NEC)
    K39A – Target Development Analyst (tracking NEC)
    K40A – US Navy Targeting Specialist (tracking NEC)
    K41A – Independent Duty Intelligence Specialist
    * Reference current NEOCS manual for any new or unique NECs for the IS rating.

Considerations for Advancement from E6 to E7

1. Sea Assignments (CVN, LHD, LHA SQDN, FID, LPD (IDIS), CG (IDIS), DDG (IDIS), Expeditionary (EOD, NMCB and Maritime Security), NSW support.
   • NSW JOC Watch qualified, NSW NEC 854A (Combat Service Support)/837A (Combat Support), Tactical Operations Center (TOC) Intelligence Watch Officer. Qualified Intelligence Targeting Officer (ITO) NEC 785J, held by LPO/LCPO positions or analysts seeking those positions.
   • Qualification as FIWA/FIWO, Targeteer, Independent Duty Intelligence Specialist (Ship's Intelligence Officer), Collection Manager.
   • Serving as a Joint Special Operations Task Force J2 or Deputy J2.
   • Serving as Task Force/Task Group/Task Unit/Task Element N2.
   • Serving as an independent duty liaison Officer with Inter Agency partners.

2. Shore Assignments (all)
   • Personnel assigned to JIOCs, JACs ONI Centers, Numbered Fleet MOC/MIOCs, COCOMs, IS "A" School or "C" school instructors. Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification (CSG 4 and CSG 15). Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably.
   • MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
     o MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (e.g. Strike Fighter Weapons School) although they contain valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement.
     o ATS is an Afloat Training Group Program. Personnel assigned to IWTG should qualify ATS if available at current command.
   • FIWO Qualification at Numbered FLT MOC/MIOC should be given special consideration.
   • Cyber billets contain a unique perspective of OPINTEL for IS's who serve in Cyber Mission Force billets or 10th Feet staff. Those assigned at staff level, should qualify as Fleet Intelligence Watch Officer, and break out as Directorate LPO when available by assignment. At the team level, National Mission Team (NMT), Cyber Mission Team (CMT) or Cyber Protection Team (CPT)/Combat Support

Revised: September 2024

Team (CST), should be qualified as an All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Operational Target Development Analyst (OTDA).
- Personnel assigned to NCIS or BCME in CI Support Officer, CI Agent, Targeting, or Collector billets that answer CNO strategic level requirements with documented operational impact should be given special consideration.
- BUPERS/NPC: Junior Detailer.
- Personnel with K10A NEC's certifying as GEOINT Professional Certification: Geospatial Analyst (GPC-GA) and/or GEOINT Professional Certification/ Collections Manager (GPC-CM) should be given special consideration.

K36A: Operational Intelligence Analyst E6 to E7

1. **Fully Qualified**: K36A IS' are considered fully qualified if they display favorable performance in a leadership position and/or qualified and served in a technical watch/analyst position that supports their command's mission.
  a. Qualifications:
      (1) FIWA (when available by assignment)
      (2) Intelligence Support to Naval Special Warfare PQS/JQR (when available by assignment)
      (3) FORMICA (when available by assignment)
      (4) K41A NEC (Independent Duty IS only; activated Jan 2024)

2. **Best Qualified**: Meet all fully qualified requirements, display favorable performance in a deployed or operational environment with documented impact to command and mission success.
  a. Documented favorable performance in the following constitute best qualified:
      (1) JTF/TF - J2/N2
      (2) FIWO (or equivalent for select warfare areas)
      (3) Independent Duty Intelligence Specialist (IDIS)
      (4) Joint Intelligence Center Watch Supervisor
      (5) Naval Special Warfare Senior Analyst (NEC 869A); Intelligence Targeting Officer (ITO) (NEC 785J)
      (6) Leading Petty Officer (LPO)
      (7) Master Training Specialist (when available by assignment)
      (8) Afloat Training Specialist (when available by assignment)
      (9) CSTT or ITT (afloat) Team Leader

K10A: Geospatial-Imagery Interpreter E6 to E7

1. **Fully Qualified**: K10A IS' are considered fully qualified when they are certified in GEOINT Professional Certification – Fundamentals (GPC-F) and display documented favorable performance in leading an imagery work center on deployment or while assigned to a major command staff. Candidates supporting Naval Special Warfare (NSW) operational commands should complete NSW Full Motion Video Production, Exploitation and Dissemination (FMV-PED) course and qualify NSW FMV JQR.

2. **Best Qualified**: K10A IS' are considered best qualified when they meet the fully qualified standard for K10A and are certified in GPC – Imagery Analyst (GPC-IA) with documented favorable performance in a deployed or operational environment supporting their command's mission. Additionally, best-qualified K10A IS' maximize command mission opportunities by qualifying outside the Geospatial-Imagery work center, e.g. Intelligence Watch Officer qualification or other qualifications identifying their ability to fuse multiple intelligence disciplines into a cohesive intelligence picture.

K23A (and related Targeting NECs): Targeting Intelligence Analyst E6 to E7

1. **Fully Qualified**: K23A targeting analysts are considered certified and fully qualified following Targeting Coordinate Mensuration (TCM) "C" School completion.

Revised: September 2024

2. **Best Qualified**: Best qualified targeting IS' display documented favorable performance in any combination of the following: documented completion of Joint Targeting School, target development, or target planning and operations.

    a. K40A NEC currently contains the composite NECs K23A, K38A, and K39A. Sailors who possess the K40A NEC can be considered fully and best qualified at any rank.

    b. Note: K38A/K39A are not attainable at all sea/shore commands. Sailors with either or both of these NECs with documented performance should be considered best qualified.

K37A: Cyber Threat Intelligence Analyst E6 to E7

1. **Fully Qualified**: Fully qualified Cyber IS' display documented favorable performance in a leadership position and/or have qualified and served in a technical watch/analyst position that supports their Cyber command's mission.

    a. Documented favorable performance of duty in one or more of the following positions:
        (1) Cyber Threat Intelligence Analyst (NEC K37A)
        (2) All Source Analyst
        (3) Joint Targeting Analyst
        (4) Cyber Operations Planner
        (5) Collection Management

    b. Documented favorable performance in one or more of the following operational environments:
        (1) Deployment with mission teams (e.g. hunt forward operations)
        (2) Analytic support to cyberspace operations (e.g. Joint Targeting, All Source Analysis, Collection Management, Cyber Planning
        (3) Documented coordination of intelligence support to cyberspace operations and post mission analysis
        (4) Documented coordination from headquarters staff to enable tactical cyber operations

2. **Best Qualified**: Cyber IS' are considered best qualified when they meet the fully qualified standard while also displaying documented favorable performance in a deployed or supporting operational environment with impact to their command's mission. Additionally, best qualified Cyber IS' maximize command mission opportunities by qualifying outside their work role: e.g. Intelligence Watch Officer or Assistant Battle Watch Captain.

    a. Documented favorable performance in the following is considered best qualified:
        (1) Operational Team Lead
        (2) Subject Matter Expert in the intelligence analysis and/or coordination of cyber support to USCYBERCOM/CNMF/FLTCYBERCOM/JFHQ-C/CMF/NMT/NST/CMT/CST/CPT/COIPE
        (3) Work Role Functional Manager

K13A: Tactical CI/HUMINT Collector E6 to E7

1. **Fully Qualified**: A fully qualified K13A IS' displays documented favorable performance in a leadership position and/or has qualified and served in a CI Agent/HUMINT Collector/CI Case Officer position that supports their command's mission.

    a. Documented favorable performance in one or more of the following:
        (1) CI Agent/HUMINT Collector/CI Case Officer deployment or documented operational impact
        (2) CONUS CI/HUMINT Activities/Operations
        (3) Support to Fleet Readiness Training Plan (FRTP) training and/or successful completion of training exercises
        (4) CI/HUMINT support to intelligence planning for NSW/NECC/Maritime/Strategic operations
        (5) Documented operational impact with Interagency and DoD Joint/Combined entities

1. **Best Qualified**: Best qualified K13A IS' meet all fully qualified requirements while also displaying documented favorable performance in a deployed or operational environment with documented impact to command/mission success.

    a. Documented favorable performance in the following constitute best qualified
        (1) LPO

(2) Joint Counterintelligence Training Academy (JCITA) and HUMINT Training Joint Center of Excellence training (HT-JCOE) (if available by assignment)

(3) Master Training Specialist (when available by assignment)

(4) Course Supervisor (when applicable)

(5) Deployment as a Task Unit/Group/Force N2X

(6) Conduct of offensive counterintelligence operations in support of fleet and combatant command

b. Qualifications: EXW, IW, Intelligence Support to Naval Special Warfare PQS or command equivalent (when available by assignment)

Considerations for Advancement from E7 to E8

1. Sea Assignments (CVN, LHD, LHA, LPD, CG, DDG (IDIS), Expeditionary (EOD. NMCB, and Maritime Security), NSW support, Tactical Operations Center (TOC) Intel Watch Officer.

- Intelligence qualified FIWO, FIWA, Targeteer, Intelligence Officer, Collection Manager.
- Technical acumen/proficiency should weigh heavily, as technical expertise is crucial to warfighting.
- Should have served as Div/Dept LCPO if not assigned as an Independent Duty IS.
- Serving as a Joint Special Operations Task Force J2 or Deputy J2.
- Serving as Task Force/Task Group/Task Unit/Task Element N2.
- Serving as an independent duty liaison Officer with interagency partners.

2. Shore Assignments

- Personnel assigned to JIOCs, JACs ONI Centers, Numbered Fleet MOC/MIOCs, COCOMs, IS "A" School or "C" school instructors. Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification (CSG 4 and CSG 15). Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably.
- Members serving at Warfighting Development Centers developing doctrine and training in advanced tactics, techniques, and procedures across assigned combat mission areas.
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands.
  - MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (ATG/CRG/etc.) although have valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement.
- Defense Attaché, Recruit Division Commander, and Recruiting are carefully screened billets. Special program availability is at the discretion of the detailer/ECM and based on rating health.
- Command collaterals with documented impact.
- Cyber billets contain a unique perspective of OPINTEL for IS. At a Cyber command, Sailors should qualify Assistant Battle Watch Commander, and break out as Division or Directorate LCPO if available by assignment. At the team level, NMT, CMT or CPT/CST, should be qualified as Lead All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Lead Operational Target Development Analyst (OTDA).
- Personnel assigned to NCIS or BCME in CI Support Officer, CI Agent, Targeting, or Collector billets that answer CNO strategic level requirements with documented operational impact merit special consideration.
- BUPERS/NPC: Junior Detailer, Rating Evaluator or Placement Coordinator.
- Personnel with K10A NEC's certifying as GEOINT Professional Certification: Geospatial Analyst (GPC-GA) and/or GEOINT Professional Certification/ Collections Manager (GPC-CM) merit special consideration.

K36A: Operational Intelligence Analyst E7 to E8

1. **Fully Qualified**: K36A IS' are considered fully qualified if they display favorable performance in a leadership position and/or qualified and served in a technical watch/analyst position that supports their command's mission.

a. Qualifications:

(1) FIWO/IWO or equivalent (when available by assignment)

Revised: September 2024

    (2) FORMICA (when available by assignment)

    (3) Intelligence Support to Naval Special Warfare PQS/JQR (when available by assignment)

    (4) K41A NEC (Independent Duty IS only; activated Jan 2024)

2. **Best Qualified**: Meet all fully qualified requirements and display favorable performance in a deployed or operational environment with documented impact to command and mission success.

    a. Documented favorable performance in the following constitute best qualified:

        (1) JTF/TF -- J2/N2

        (2) Independent Duty Intelligence Specialist

        (3) All shipboard non-intel training team leader, exercise initiator and evaluator qualifications are considered exceptional qualifications for an IS' to attain

        (4) All shipboard Combat Information Center (CIC) qualifications are considered exceptional qualifications for IS' assigned as Independent Duty Intelligence Specialists

        (5) Master Training Specialist (when available by assignment)

        (6) Afloat Training Specialist (when available by assignment)

        (7) Naval Special Warfare Senior Analyst (NEC 869A)

K10A: Geospatial-Imagery Interpreter E7 to E8

1. **Fully Qualified**: K10A IS' are considered fully qualified when they hold the K10A NEC and are certified in GPC-IA while having documented performance in fusing imagery intelligence into a holistic intelligence operational picture.

2. **Best Qualified**: K10A IS' are considered best qualified when they meet the fully qualified standard for K10A and are certified in GPC – Geospatial Analyst (GPC-GA-II) or GEOINT Collections (GPC-GC-II) with documented impact to the command mission and documented favorable performance in a deployed or operational environment. Additionally, best qualified K10A IS' should advance tradecraft development through testing, evaluation, and integration of new technologies.

K23A (and related Targeting NECs): Targeting Intelligence Analyst E7 to E8

1. **Fully Qualified**: K23A targeting analysts are considered certified and fully qualified following Targeting Coordinate Mensuration (TCM) "C" School completion.

2. **Best Qualified**: K23A IS' can be considered best qualified when they display documented favorable performance in any combination of the following:

    a. Documented completion of Joint Targeting School, target development, or target planning and operations.

    b. K40A NEC currently contains the composite NECs K23A, K38A, and K39A. Sailors who possess the K40A NEC can be considered fully and best qualified at any rank.

    c. K38A/K39A are not attainable at all sea/shore commands. Sailors with either or both of these NECs with documented favorable performance should be considered fully and best qualified.

K37A: Cyber Threat Intelligence Analyst E7 to E8

1. **Fully Qualified**: Fully qualified Cyber IS' display documented favorable performance in a leadership position and/or qualified and served in a technical watch/analyst position that supports their Cyber command's mission.

    a. Documented favorable performance one or more of the following positions:

        (1) Cyber Threat Intelligence Analyst

        (2) All Source Analyst

        (3) Joint Targeting Analyst

        (4) Cyber Operations Planner

        (5) Collection Management

    b. Documented favorable performance meriting special consideration in one or more of the following operational environments:

        (1) Deployment with mission teams (e.g. hunt forward operations)

Revised: September 2024

    (2) Analytic support to cyberspace operations (e.g. Joint Targeting, All Source Analysis, Collection Management, Cyber Planning)

    (3) Documented coordination of intelligence support to cyberspace operations and post mission analysis

    (4) Documented coordination from headquarters staff to enable tactical cyber operations

2. **Best Qualified**: Cyber IS' are considered best qualified when they meet the fully qualified standard while also displaying documented favorable performance in a deployed or supporting operational environment with impact to their command's mission. Additionally, best qualified Cyber IS' maximize command mission opportunities by qualifying outside their work role: e.g. Intelligence Watch Officer or Assistant Battle Watch Captain.

    a. Documented favorable performance in the following constitute best qualified:

      (1) Operational Team Lead

      (2) Subject Matter Expert in the intelligence analysis and/or coordination of cyber support to USCYBERCOM/CNMF/FLTCYBERCOM/JFHQ-C/CMF/NMT/NST/CMT/CST/CPT/COIPE

      (3) Work Role Functional Manager

K13A: Tactical CI/HUMINT Collector E7 to E8

1. **Fully Qualified**: Fully qualified K13A IS' display documented favorable performance in a leadership position and/or has qualified and served in a CI Agent/HUMINT Collector/CI Case Officer position that supports their command's mission.

    a. Documented favorable performance meriting special consideration in the following:

      (1) Support/Evaluator to FRTP training and/or successful completion of FRTP training Exercises

      (2) Support to intelligence planning for NSW/ Maritime operations

      (3) CI/HUMINT support CONUS/OCONUS

      (4) Development of and support to Fleet and Combatant Command strategic requirements

2. **Best Qualified**: Best qualified K13A IS' meet all fully qualified requirements while also displaying documented favorable performance in a deployed or operational environment with documented impact to command/mission success.

    a. Documented performance of duty in the following constitute best qualified:

      (1) DIV/DEPT LCPO

      (2) Manage CI/HUMINT Operations of deployed forces

      (3) TREX Manager (if applicable)

      (5) Completed CIHOC/JCHMC

      (6) Master Training Specialist (when available)

Considerations for Advancement from E8 to E9

1. Sea Assignments (CVN, LHD, LHA, LPD (IDIS), CG (IDIS), DDG (IDIS), NSW Support, Expeditionary (EOD, NMCB and Maritime Security) and CSG 4/15).

    a. Technical acumen/proficiency should weigh heavily, as technical expertise is crucial to warfighting

    b. Serving as or previously served as Dept/Div LCPO when available.

    c. Intelligence qualified FIWO, Targeteer, Intelligence Officer (IDIS), Tactical Operations Center (TOC) Intel Watch Officer.

    d. Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification (e.g. CSG 4 and CSG 15).

    e. Serving as a Joint Special Operations Task Force J2 or J2 SEA.

    f. Serving as Task Force/Task Group/Task Unit/Task Element SEA or N2, Intelligence Targeting Officer (ITO, NEC 785J).

2. Shore Assignments (All)

    a. Served as the CSEL or Dept LCPO at a Numbered FLT MOC/MIOC or ONI Center of Excellence. FIWO qualification at numbered fleet MOC/MIOC also merits special consideration.

Revised: September 2024

b. Served in an IS Rating Community Management tour such as Junior Detailer, Placement Coordinator or Rating Evaluator.

c. Personnel assigned to JIOCs, JACs, Joint Combatant Commands and National Agencies. Due to frequent presence of multiple UICs within these commands, soft breakouts should be looked upon favorably.

d. IS "A" School and/or "C" school instructor or Department LCPO.

e. Assessors and mentors associated with Fleet Response Training Plan assessments displaying strong summary group breakouts and/or ATS qualification (e.g. ATG, NIWTG, CSG 4 and CSG 15).

f. Assignment as Type Command (TYCOM) Force Rating Lead.

g. Senior Enlisted Cyber IS' who are qualified as Fleet Intelligence Watch Officer (FIWO); All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) through formal schooling; demonstrate leadership of dynamic cyber related collection efforts across multiple teams; have served as the Directorate/Department LCPO and display technical proficiency via command/mission impact.

h. Personnel assigned to NCIS or BCME in CI Support Officer or CI Agent billets answering CNO strategic level requirements.

Revised: September 2024