



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



Information Systems Technicians (IT) perform the following core and specialty functions: Information Systems (IS) Administration (i.e., build, configure, deploy, operate, maintain networks and information systems and perform tiered customer service support); Cybersecurity (i.e., plan, manage, secure, implement security controls to protect and defend networks to include IS across platforms, fleets, and services); Communications Operations (i.e., establish, monitor, and maintain Radio Frequency (RF) communications systems, perform spectrum management to support Joint, Fleet, and tactical communications and handle, store, transmit, and retrieve Naval messages); Communications Security (COMSEC) (i.e., secure, handle, account for, report, and control COMSEC materials, systems, and equipment).

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ITCM	21.5 Yrs	WHCA, JCU, JCSE, TCC, NSW, DEVGRU	36/36	8 th Sea/Shore Tour Billet: Fleet CSG/ESG Spectrum Mgr, CAM, Rating Lead, Detailer, FORCE IT, TECHAD Qual: SEA
23-26	ITCM ITCS	21.5 Yrs 17.8	WHCA, JCU, JCSE, TCC, NSW, DEVGRU SRT, SDVT	36/36	7 th Sea/Shore Tour Billet: ISSM, Spectrum Mgr, CAM, Asst SECMAN, Detailer Duty: Ship/Afloat Staff, TYCOM, NCTAMS, NCTS, NCDOC, NIOC, Operational Fleet/Shore Staff, CIWT, Operational Shore Duty, Expeditionary, NSW Qual: IW, SW, AW, EXW, ATS, MTS, and SEA
20-23	ITCM ITCS ITC	21.5 Yrs 17.8 13.4	CWO, WHCA, JCU, JCSE, TCC, NSW, DEVGRU, SRT, SDVT	36/36	6 th Sea/Shore Tour Billet: ISSM, Spectrum Mgr, CAM, Asst SECMAN, Detailer, Training Mgr, Instructor, Afloat Trainer/Assessor Duty: Ship/Afloat Staff, TYCOM, NCTAMS, NCTS, NCDOC, CIWT, Operational Fleet/Shore Staff, IWTC, IWTC, CPT, NIOC, Expeditionary, NSW Qual: IW, SW, AW, EXW, ATS, NCCC WO, MTS, JFTOCWO, SEA, and unit specific



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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
16-20	ITCS ITC IT1	17.8 Yrs 13.4 7.8	CWO, OCS, MECP, MACO, WHCA, JCU, JCSE, TCC, NSW, DEVGRU, WHSE SSS, SRT, SDVT	36/36	<p>5th Sea/Shore Tour Billet: ISSM, Spectrum Mgr, CAM, Asst SECMAN, Detailer, Training Mgr, Instructor, Afloat Trainer/Assessor</p> <p>Duty: Ship/Afloat Staff, TYCOM, NCTAMS, NCTS,</p>
					<p>NCDOC, CIWT, Operational Fleet/Shore Staff, IWTG CPT, NIOC, DIA/CIO, JIOC, ONI, Expeditionary, NSW</p> <p>Qual: IW, SW, AW, EXW, ATS, MTS, NCCC WO, JFTOCWO, SEA, and unit specific</p>
12-16	ITCS ITC IT1	17.8 Yrs 13.4 7.8	CWO, OCS, MECP, MACO, WHCA, JCU, JCSE, TCC, NSW, DEVGRU, WHSE SSS SRT, SDVT	36/36	<p>4th Sea/Shore Tour Billet: ISSM, Spectrum Mgr, CAM, Asst SECMAN, Detailer, Training Mgr, Instructor, Afloat Trainer/Assessor</p> <p>Duty: Ship/Afloat Staff, TYCOM, NCTAMS, NCTS, NCDOC, CIWT, Operational Fleet/Shore Staff, IWTG, CPT, NIOC, DIA/CIO, JIOC, ONI and Operational Shore Staff, Expeditionary, NSW</p> <p>Qual: IW, SW, AW, EXW, ATS, MTS, NCCC WO, JFTOCWO, SEA, and unit specific</p>
8-12	ITC IT1 IT2	13.4 Yrs 7.8 2.9	MECP, MACO, OCS, WHCA, JCU, JCSE, TCC, NSW, DEVGRU, WHSE SSS, SRT, SDVT	36/36	<p>3rd Sea/Shore Tour Billet: Spectrum Mgr, CAM, Asst SECMAN, Instructor, Afloat Trainer/Assessor</p> <p>Duty: Ship/Afloat Staff, NCTAMS, NCTS, NCDOC, IWTG, CIWT, DIA/CIO, JIOC, ONI Operational Fleet/Shore Staff, IWTG, CPT, Expeditionary, NSW</p> <p>Qualification: IW, SW, AW, EXW, ATS, NCCC WO, MTS, JFTOCWO, COW, CWO, CSWO and unit specific</p>



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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
4-8	IT1 IT2 IT3	7.8 Yrs 2.9 1.1	STA-21, OCS, MECP, WHCA, JCU, JCSE, TCC, NSW, DEVGRU, WHSE SSS, SRT, SDVT	36/36	<p>2nd Sea/Shore Tour Billet: CWO, SYSADMIN, NCM (Network Communications Manager)</p> <p>Duty: Ship/Afloat Staff, NCTAMS, NCTS, NCDOC, NIOC, Operational Fleet/ Shore Staff, IWTG, CPT, Expeditionary, NSW</p> <p>Qualification: IW, SW, AW, EXW, NCCC WO, COW, CWO, CSWO and unit specific</p>
1-4	IT2 IT3	2.9 Yrs 1.1	Naval Academy, NROTC	48/36	<p>1st Sea/Shore Tour Billet: SYSADMIN, Tech Control, NCA (Network Communications Assistant), Msg Cntr, Help Desk Technician</p> <p>Duty: Ship, NCTAMS, NCTS, NIOC, IWTG, CPT, Expeditionary, NSW</p> <p>Qualification: IW, SW, AW, EXW, CWO, CSWO IT Modules, and unit specific</p>
1+/-	IT3 ITSN Accession Training	1.1 Yrs			<p>Recruit Training and 4YO or 6YO ATF SYSADMIN -or- 6YO ATF JCC are required to be completed before reporting to their first operational command</p>

Notes:

1. "A" School required.
2. Information Systems Technician (IT) must have an SSBI.
3. The IT rating does not have closed loop Navy Enlisted Classifications (NEC), 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 Radio Frequency (RF) transport management or System/Network Administration; however, there is a large variation in potential job scopes across the rating and to that end; it is extremely rare to master every skillset. Refer to Table 1 to identify the most relevant course and qualification(s) in order to be "**Best Qualified**" in a particular skillset.
4. Typical sea/shore Flow for the IT rating is 48/36 for first Sea/Shore tour, and 36/36 for second tour and beyond. A well-diversified history of assignments (i.e., CONUS and OCONUS) are critical for advancement.



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5. Sea duty assignments, particularly hard to fill arduous billets, are demanding and provide Sailors with a more traditional career path. Career enhancing sea duty tours should include leadership positions such as LPO, department/branch/division LCPO, and Numbered Fleet Staff/Strike Group Staffs, or any key leadership position, and **MUST** include mission and in-rate technical impact. OCONUS (i.e., FDNF) sea duty assignments are extremely arduous and shall warrant additional favorable consideration.

6. Career enhancing shore tours should be positions in which Senior Enlisted Leaders develop subordinates and mentor them in proper career progression with emphasis on continuing technical and leadership development. IT leadership-intensive shore duty billets include: Naval Computer and Telecommunications Area Master Station (NCTAMS), Naval Computer and Telecommunications Station (NCTS), Center for Information Warfare Training (CIWT), Naval Network Warfare Command (NAVNETWARCOM), Information Warfare Training Command (IWTC), Information Warfare Training Group (IWTG), Rating Assignments Detailer, White House Communications Agency (WHCA), Naval Communications Systems Coordination Center (NCCC), Maritime Operations Center (MOC), Fleet Information Warfare Center (FIWC), Defense Intelligence Agency/Chief Information Office (DIA/CIO), Joint Intelligence Operation Center (JIOC), Office Naval Intelligence and Operational Shore billets.

Assignment to intelligence-focused positions supporting Combatant Command Joint Intelligence efforts across PAC, EAST, NORTH, and WEST regions is crucial for enhancing our military capabilities and advancing our naval strategies. IT assignments within organizations such as DIA/CIO, NIOC, JIOC, White House Situation Room Support Staff (WHSE SSS) and ONI represent significant demands in meeting top-tier requirements for network, desktop, information assurance and Joint leadership experience from Section leads to Regional Senior Leader. Consideration of these specialized billets for IT professionals promises substantial technical expertise, attainment of joint-level qualifications, and acquisition of essential civilian certifications such as Security+, CCNA, CASP and etc. Sailors should also make it a point to serve at least one tour at a NCTAMS, NCTS, or IWTC during their career.

7. Best and fully qualified Sailors working within NSW/Joint SOF tours, quite frequently, are requested to remain within these organizations to lead the formations at the arduous sea duty assignments; therefore, retours and/or back-to-back tours, shall not be viewed negatively. Expeditionary assignments include Navy Expeditionary Combat Command (NECC), Joint Communications Unit (JCU), Joint Communications Support Element (JCSE), Tactical Communications Command (TCC), Naval Special Warfare (NSW), and Naval Special Warfare Development Group (DEVGRU), Special Reconnaissance Team (SRT), and Seal Delivery Vehicle Team (SDVT). NECC Commands: MESG, MSRON, NAVELSG, NELR, NCHB, EODGRU, EODMU, EODESU, MDSU, NCG, NCR, NMCB, UCT, NCB, NEIC, CTF(s).

8. Although civilian certifications are now an optional path to meeting DoD Cyberspace Workforce Framework (DCWF) program foundational qualification requirements in-lieu of a college degree through formal education or via an associated NEC or formal training course, as per DoDM 8140.03 dated 15Feb2023, they should continue to be used as a determining factor at selection boards, particularly when a candidate is serving in a billet without the requisite training. As part of the DCWF program, every IT is required to complete 20 hours of continuous learning annually, documented in Total Workforce Management Services (TWMS).

9. In rating watch qualifications (i.e., Communications Watch Officer (CWO), Combat System Watch Officer (CSWO) for LCS, and Information Systems Watch Officer (ISWO)), shall be given “best and fully qualified” consideration before those watch qualification that are considered more operationally focused and out of rating (e.g., CSOOW, BWC, CICWO, etc...).

10. IT NECs include:

- 702C – Warfare Tactics Instructor (WTI) Level IV
- 704C – Naval Special Warfare (NSW) Technical Surveillance Operator (TSO)
- 711B – IUSS Maintenance Technician
- 723B – Journeyman Communications Course (JCC)
- 735A – Consolidated Afloat Networks and Enterprise Services Administrator (CANES) SW 3/4
- 737A – Naval Tactical Command Support System (NTCSS) II Manager
- 738A – Global Command and Control System-Maritime (GCCS-M) (Force Level 4.1) Increment 2 Sys Admin



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740A – Mission Distribution System Operator
 741A – Information Systems Security Manager
 742A – Network Security Vulnerability Technician
 745A – Information Systems Technician ('A' School graduate)
 746A – Information Systems Administrator
 794A – Naval Special Warfare Communications Technician
 H00M – Consolidated Afloat Networks and Enterprise Services Administrator (CANES) SW 1/2
 H01A – Frequency Manager
 H02A – Strategic SHF SATCOM Systems/WGS/DSCS Operator
 H03A – Tactical Support Communications (TSCOMM) Operator
 H07A – Applied Cyber Operations Master
 H33A – Cyber Network Defense Infrastructure Specialist (CNDIS)
 H40A – Autonomic Logistics Information System (ALIS) Administrator
 H60A – DDG 1000 ZUMWALT Class Total Ships Computing Environment (TSCE) Maintenance Technician

IT Rating Specialist Categories Table 1

The Information Security Specialist is a sub-set branch of the Network Administration Specialist		The COMSEC/TRASEC and Mobile COMMS/SPECWAR Specialists are sub-set branches of the RF Spectrum Specialist category		
Network Administration Specialist	Information Security Specialist	RF Spectrum Specialist	COMSEC/TRASEC Specialist	Expeditionary COMMS Specialist
NEC/Course Milestones	NEC/Course Milestones	NEC/Course Milestones	NEC/Course Milestones	NEC/Course Milestones
Master Course(s) NEC: H08A ANA E6-E9 -or- NEC: H08A ANSA E6-E9	Master Course(s) NEC: 741A ISSM E6-E9	Master Course(s) NEC H01A FLEET SPECMAN E6-E9	Master Course(s) CIN: A-4C-1340 KOAM E5-E9 -or- CIN: S-3C-0001 Naval Security Manager Course (NSMC) E7-E9	Master Course(s) NEC: 785I (JSOC) Advanced Technical Systems OPR (ATSO) E5-E9
Intermediate Course(s) NEC: 735A CANES E4-E9	Intermediate Course(s) NEC: 742A NSVT E5-E9	N/A	N/A	Intermediate Course(s) NEC: 785H (JSOC) Automated Info Systems OPR (AISO) E4-E9 -or- NEC: 785E (JSOC) Sensitive Collection & Recon (SCAR-O) E5-E9
Journeyman Course(s) NEC: 746A SYS ADMIN E4-E9 Component NEC	Journeyman Course(s) NEC: 746A SYS ADMIN E4-E9 Component NEC	Journeyman Course(s) NEC: 723B JCC E4-E9 Component NEC	Journeyman Course(s) NEC: 723B JCC E4-E9 Component NEC	Journeyman Course(s) NEC: 794A NSW COMMS TECH E3-E9 Component NEC -and- NEC: 854A NSW Combat Service Support E3-E9 Component NEC -or- NEC: 704C



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				NSW Technical Surveillance Operator E4-E9 Component NEC
Network Administration Specialist	Information Security Specialist	RF Spectrum Specialist	COMSEC/TRASEC Specialist	Expeditionary COMMS Specialist
PQS Milestones	PQS Milestones	PQS Milestones	PQS Milestones	PQS Milestones
Master Qualification(s) 43355-1B, 306 Information Systems Watch Officer (ISWO) -or- 43355-11A, 304, CANES CANES Advanced/ISWO E5-E9	Master Qualification(s) 43469-C, 303 ISSO/ISSM E5-E9	Master Qualification(s) 43355-2C, 309 CWO E5-E9	Master Qualification(s) 43462-2B, 304 KOAM/Alternate E5-E9 -and- CMS COR Auditor Certification (When Assigned to an ADCON ISIC Command) E6-E9	Master Qualification(s) 43355-31A, 303 Expeditionary CWO -or- 43357-8A, 304 Vulnerability Admin E5-E9
Journeyman Quals: 43462-2B, 301 -and- 43469-C, 301-302 -and- 43355-1B, 301-305 -and- 43355-11A, 301-302 E1-E9	Journeyman Quals: 43462-2B, 301 -and- 43469-C, 301-302 E1-E9	Journeyman Quals: 43462-2B, 301 -and- 43355-2C, 301-308 -and- 43355-10B, 301 E1-E9	Journeyman Quals: 43462-2B, 301 -and- 43469-C, 301-303 E1-E9 -and- 43355-2C, 301 E1-E9	Journeyman Quals: 43462-2B, 301 -and- 43357-8A, 301-303 E1-E9
Network Administration Specialist	Information Security Specialist	RF Spectrum Specialist	COMSEC/TRASEC Specialist	Expeditionary COMMS Specialist
Certification Milestones	Certification Milestones	Certification Milestones	Certification Milestones	Certification Milestones
Advanced Certs: -optional- CISSP -or- CASP E8-E9	Advanced Certs: -optional- CGRC, CISM, CISSP, CASP -or- GSLC E8-E9	Advanced Certs: -optional- CGRC, CISM, CISSP, CASP, GSLC -or- CCSP E8-E9	Advanced Certs: -optional- CGRC, CISM, CISSP, CASP, GSLC -or- CCSP E8-E9	Advanced Certs: -optional- CISSP, CASP -or- CCSP E8-E9
Intermediate Certs: -optional- Security+, GSEC -or- SSCP E6-E7	Intermediate Certs: -optional- CGRC, CASP, Security+ -or- PMP E6-E7	Intermediate Certs: -optional- CGRC, CASP, Security+, PMP -or- SSCP E6-E7	Intermediate Certs: -optional- CGRC, CASP, Security+, PMP -or- SSCP E6-E7	Intermediate Certs: -optional- Security+ E1-E9
Basic Certs: -optional- A+, Network+ -or- SSCP E1-E9	Basic Certs: -optional- Security+ E5-E9	Basic Certs: -optional- Security+ E1-E9	Basic Certs: -optional- Security+ E5-E9	Basic Certs: -optional- Security+ E1-E9



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Considerations for advancement from E6 to E7

1. Sea/Shore assignment considerations: Tours of duty aboard surface units (e.g., DDG/CVN, etc...); expeditionary units (e.g., JCU/NSW); Screened shore assignments (e.g., WHCA, IWTG); or Operational shore assignments (e.g., MOC, NCTAMS, IWTG, CPT, etc...).

Fully Qualified Candidates:

- Show strong documented leadership, mission and in-rate technical impact while serving in key leadership positions
- Show strong documented technical knowledge in assigned billet
- Complete paygrade commensurate watch/job qualifications when available by assignment (e.g., CWO, ISWO, Expeditionary Communicator, Combat System Watch Officer (CSWO), MTS/ATS, JFTOC WATCH SUPE, JFTOCWO, PMCWO, NOCWO, TCCOW, NCCC WO..etc...)
- Complete Enlisted Warfare Qualifications, when available, and/or MTS/ATS if serving as instructor, Afloat Trainer or Assessor at IWTG, or IWTG (e.g., ESWS, EAWS, EIWS, etc...)

Best Qualified Candidates: will have demonstrated sustained superior performance in one or more of the following categories, as well as those from the Fully Qualified list.

- Demonstrate strong operational and/or command-wide impact
- Contribute to IT rating improvement by participating in one or more of the following events: (i.e., OCCSTDs, AERR, MPT, JDTA, TRR, PQS Workshops, etc...)
- Serve as a Training Team (e.g., CSTT, 3MTT, DCTT, etc...) leader/member with documented impact, when available

Considerations for advancement from E7 to E8

1. Sea/Shore assignment considerations: Tours of duty aboard surface units (e.g., LPD/LHA/CVN, etc...); expeditionary units (e.g., JCU/NSW); Screened shore assignments (e.g., WHCA, IWTG); or Operational shore assignments (e.g., MOC, NCTAMS, IWTG, CPT, etc...).

Fully Qualified Candidates:

- Show strong documented leadership, mission and in-rate technical impact while serving as a LCPO and/or as assigned to another key leadership position (e.g., Training Manager, Course Manager, Lead Instructor, Lead Assessor, or other key leadership positions)
- Demonstrate technical knowledge in assigned billet
- Complete paygrade commensurate watch/job qualifications when available by assignment (e.g., CWO, ISWO, Expeditionary Communicator, Combat System Watch Officer (CSWO), JFTOCWO, PMCWO, NCCC WO..etc)
- Complete Enlisted Warfare Qualifications, when available, and/or MTS/ATS if serving as instructor, Afloat Trainer or Assessor at IWTG, or IWTG

Best Qualified Candidates: will have demonstrated sustained superior performance in one or more of the following categories, as well as those from the Fully Qualified list.

- Demonstrate operational and/or command-wide impact
- Contribute to IT rating improvement by participating in one or more of the following events: (OCCSTDs, AERR, MPT, JDTA, TRR, PQS Workshop, etc.)
- Serve as a Training Team leader/member with documented impact (e.g., CSTT, 3MTT, DCTT, etc...)
- Lead a significant Command Collateral with documented impact

Considerations for advancement from E8 to E9

1. Sea/Shore assignment considerations: Tours of duty aboard surface units (e.g., LPD/LHA/CVN, etc...); expeditionary units (e.g., JCU/NSW); Screened shore assignments (e.g., WHCA, CIWT, etc...); or Operational shore assignments (e.g., PACFLT, MOC, NCTAMS, IWTG, CPT, etc...). .



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Fully Qualified Candidates:

- Show strong documented leadership, mission and in-rate technical impact while serving as a DLCPO/BLCPO and/or as assigned to another key leadership position (e.g., Training Manager, Course Manager, Instructor, Assessor, etc...)
- Show strong documented technical knowledge in assigned billet
- Complete paygrade commensurate watch/job qualifications when available by assignment (e.g., CWO, ISWO, Expeditionary Communicator, Combat System Watch Officer (CSWO), MTS/ATS, JFTOC WO, NCCC WO etc...)
- Complete Enlisted Warfare Qualifications, when available, and/or MTS/ATS if serving as instructor, Afloat Trainer or Accessor at IWTG, or IWTC

Best Qualified Candidates: will have demonstrated sustained superior performance in one or more of the following categories, as well as those from the Fully Qualified list.

- Demonstrate operational and/or command-wide impact
- Contribute to IT rating improvement by participating in one or more of the following events: (OCCSTDS, AERR, MPT, JDTA, TRR, PQS Workshop, etc.)
- Serve as a Training Team leader/member with documented impact (e.g., CSTT, 3MTT, DCTT, etc...)