



## 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 <sup>th</sup> Sea/Shore Tour <b>Billet:</b> Fleet CSG/ESG Spectrum Mgr, CAM, Rating Lead, Detailer, FORCE IT, TECHAD  <b>Qual:</b> SEA
23-26	ITCM ITCS	21.5 Yrs 17.8	WHCA, JCU, JCSE, TCC, NSW, DEVGRU	36/36	7 <sup>th</sup> Sea/Shore Tour <b>Billet:</b> ISSM, Spectrum Mgr, CAM, Asst SECMAN, Detailer  <b>Duty:</b> Ship/Afloat Staff, TYCOM, NCTAMS, NCTS, NCDOC, NIOC, Operational Fleet/Shore Staff, CIWT, Operational Shore Duty, Expeditionary, NSW  <b>Qual:</b> 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	36/36	6 <sup>th</sup> Sea/Shore Tour <b>Billet:</b> ISSM, Spectrum Mgr, CAM, Asst SECMAN, Detailer, Training Mgr, Instructor, Afloat Trainer/Assessor  <b>Duty:</b> Ship/Afloat Staff, TYCOM, NCTAMS, NCTS, NCDOC, CIWT, Operational Fleet/Shore Staff, IWTC, IWTC, CPT, NIOC, Expeditionary, NSW  <b>Qual:</b> IW, SW, AW, EXW, ATS, NCCC WO, MTS, JFTOCWO, SEA, and unit specific



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16-20	ITCS ITC IT1	17.8 Yrs 13.4 7.8	CWO, OCS, MECP, MACO, WHCA, JCU, JCSE, TCC, NSW, DEVGRU	36/36	<p>5<sup>th</sup> Sea/Shore Tour  <b>Billet:</b> ISSM, Spectrum Mgr, CAM, Asst SECMAN, Detailer, Training Mgr, Instructor, Afloat Trainer/Assessor</p> <p><b>Duty:</b> 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><b>Qual:</b> 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	36/36	<p>4<sup>th</sup> Sea/Shore Tour  <b>Billet:</b> ISSM, Spectrum Mgr, CAM, Asst SECMAN, Detailer, Training Mgr, Instructor, Afloat Trainer/Assessor</p> <p><b>Duty:</b> 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><b>Qual:</b> 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	36/36	<p>3<sup>rd</sup> Sea/Shore Tour  <b>Billet:</b> Spectrum Mgr, CAM, Asst SECMAN, Instructor, Afloat Trainer/Assessor</p> <p><b>Duty:</b> Ship/Afloat Staff, NCTAMS, NCTS, NCDOC, IWTG, CIWT, DIA/CIO, JIOC, ONI Operational Fleet/Shore Staff, IWTG, CPT, Expeditionary, NSW</p> <p><b>Qualification:</b> 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	36/36	<p>2<sup>nd</sup> Sea/Shore Tour  <b>Billet:</b> CWO, SYSADMIN, NCM (Network Communications Manager)</p> <p><b>Duty:</b> Ship/Afloat Staff, NCTAMS, NCTS, NCDOC, NIOC, Operational Fleet/ Shore Staff, IWTG, CPT, Expeditionary, NSW</p> <p><b>Qualification:</b> 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>1<sup>st</sup> Sea/Shore Tour  <b>Billet:</b> SYSADMIN, Tech Control, NCA (Network Communications Assistant), Msg Cntr, Help Desk Technician</p> <p><b>Duty:</b> Ship, NCTAMS, NCTS, NIOC, IWTG, CPT, Expeditionary, NSW</p> <p><b>Qualification:</b> 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  <b>-or-</b>          6YO ATF JCC are required to be completed before reporting to their first operational command</p>

Notes:

1. "A" School required.
2. Sea/Shore flow rotation for IT is 48/36 first tour and 36/36 all subsequent tours. A well-diversified history of assignments CONUS and OCONUS are a critical part in the path to promotion.
3. 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 sea duty assignments are extremely challenging and should be considered when selecting next duty assignment.
4. 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



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(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, NORT, 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, 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 or NCTS during their career.

5. While there are many challenging sea/shore assignments in the IT community, Expeditionary communications support assignments are highly recommended due to their high OPTEMPO. 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). Though billets are limited, Sailors should consider serving at least one tour in an Expeditionary communications support billet. Initial tours and subsequent tours should not be looked at unfavorably due to the specialized training and skills required for assignments.

6. 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).

7. Even though watches such as BWC/ABWC, CICWO, CSOOW, etc. provide ITs with increased situational awareness across their commands and/or areas of operation, they are not directly inherent in determining a candidate's in-rate technical knowledge and skills. As such, they can continue to expound on a candidate's command-wide impact, but are not considered mandatory or essential factors when determining a member's best or fully qualified status. Additionally, Combat System Watch Officer (CSWO), not to be confused with Combat System Officer of the Watch (CSOOW) is the master-level qualifications specific to LCS platforms which is equivalent to the Communications Watch Officer (CWO) qualification.

8. With such a large variation in potential job scopes across the IT community, it is extremely rare to master every facet of the rating. As such, the Network Administration, Information Security, Radio Frequency (RF) Spectrum, and Communications Security (COMSEC)/Traditional Security (TRASEC), and Mobile Communications (COMMS)/Special Warfare (SPECWAR) Specialist categories have been delineated in Table 1 below to help identify the most relevant course and qualification to be considered "**Best Qualified**" in a particular area.



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**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		
<b>Network Administration Specialist</b>	<b>Information Security Specialist</b>	<b>RF Spectrum Specialist</b>	<b>COMSEC/TRASEC Specialist</b>	<b>Expeditionary COMMS Specialist</b>
<b>NEC/Course Milestones</b>	<b>NEC/Course Milestones</b>	<b>NEC/Course Milestones</b>	<b>NEC/Course Milestones</b>	<b>NEC/Course Milestones</b>
Master Course(s) NEC: H08A ANA <b>E6-E9</b> -or- NEC: H08A ANSA <b>E6-E9</b>	Master Course(s) NEC: 741A ISSM <b>E6-E9</b>	Master Course(s) NEC H01A FLEET SPECMAN <b>E6-E9</b>	Master Course(s) CIN: A-4C-1340 KOAM <b>E5-E9</b> -or- CIN: S-3C-0001 Naval Security Manager Course (NSMC) <b>E7-E9</b>	Master Course(s) NEC: 785I (JSOC) Advanced Technical Systems OPR (ATSO) <b>E5-E9</b>
Intermediate Course(s) NEC: 735A CANES <b>E4-E9</b>	Intermediate Course(s) NEC: 742A NSVT <b>E5-E9</b>	Intermediate Course(s)  N/A	Intermediate Course(s)  N/A	Intermediate Course(s) NEC: 785H (JSOC) Automated Info Systems OPR (AISO) <b>E4-E9</b> -or- NEC: 785E (JSOC) Sensitive Collection & Recon (SCAR-O) <b>E5-E9</b>
Journeyman Course(s) NEC: 746A SYS ADMIN <b>E4-E9</b> Component NEC	Journeyman Course(s) NEC: 746A SYS ADMIN <b>E4-E9</b> Component NEC	Journeyman Course(s) NEC: 723B JCC <b>E4-E9</b> Component NEC	Journeyman Course(s) NEC: 723B JCC <b>E4-E9</b> Component NEC	Journeyman Course(s) NEC: 794A NSW COMMS TECH <b>E3-E9</b> Component NEC -or- NEC: 854A NSW Combat Support <b>E3-E9</b> Component NEC
<b>Network Administration Specialist</b>	<b>Information Security Specialist</b>	<b>RF Spectrum Specialist</b>	<b>COMSEC/TRASEC Specialist</b>	<b>Expeditionary COMMS Specialist</b>
<b>PQS Milestones</b>	<b>PQS Milestones</b>	<b>PQS Milestones</b>	<b>PQS Milestones</b>	<b>PQS Milestones</b>
Master Qualification(s) 43355-1B, 306 Information Systems Watch Officer (ISWO) -or- 43355-11A, 304, CANES CANES Advanced/ISWO <b>E5-E9</b>	Master Qualification(s) 43469-C, 303 ISSO/ISSM <b>E5-E9</b>	Master Qualification(s) 43355-2C, 309 CWO <b>E5-E9</b>	Master Qualification(s) 43462-2B, 304 KOAM/Alternate <b>E5-E9</b> -and- CMS COR Auditor Certification (When Assigned to an ADCON ISIC Command) <b>E6-E9</b>	Master Qualification(s) 43355-31A, 303 Expeditionary CWO -or- 43357-8A, 304 Vulnerability Admin <b>E5-E9</b>



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Journeyman Quals: 43462-2B, 301 <b>-and-</b> 43469-C, 301-302 <b>-and-</b> 43355-1B, 301-305 <b>-and-</b> 43355-11A, 301-302 <b>E1-E9</b>	Journeyman Quals: 43462-2B, 301 <b>-and-</b> 43469-C, 301-302 <b>E1-E9</b>	Journeyman Quals: 43462-2B, 301 <b>-and-</b> 43355-2C, 301-308 <b>-and-</b> 43355-10B, 301 <b>E1-E9</b>	Journeyman Quals: 43462-2B, 301 <b>-and-</b> 43469-C, 301-303 <b>E1-E9</b> <b>-and-</b> 43355-2C, 301 <b>E1-E9</b>	Journeyman Quals: 43462-2B, 301 <b>-and-</b> 43357-8A, 301-303 <b>E1-E9</b>
<b>Network Administration Specialist</b>	<b>Information Security Specialist</b>	<b>RF Spectrum Specialist</b>	<b>COMSEC/TRASEC Specialist</b>	<b>Expeditionary COMMS Specialist</b>
<b>Certification Milestones</b>	<b>Certification Milestones</b>	<b>Certification Milestones</b>	<b>Certification Milestones</b>	<b>Certification Milestones</b>
Advanced Certs: <b>-optional-</b> CISSP <b>-or-</b> CASP <b>E8-E9</b>	Advanced Certs: <b>-optional-</b> CGRC, CISM, CISSP, CASP <b>-or-</b> GSLC <b>E8-E9</b>	Advanced Certs: <b>-optional-</b> CGRC, CISM, CISSP, CASP, GSLC <b>-or-</b> CCSP <b>E8-E9</b>	Advanced Certs: <b>-optional-</b> CGRC, CISM, CISSP, CASP, GSLC <b>-or-</b> CCSP <b>E8-E9</b>	Advanced Certs: <b>-optional-</b> CISSP, CASP <b>-or-</b> CCSP <b>E8-E9</b>
Intermediate Certs: <b>-optional-</b> Security+, GSEC <b>-or-</b> SSCP <b>E6-E7</b>	Intermediate Certs: <b>-optional-</b> CGRC, CASP, Security+ <b>-or-</b> PMP <b>E6-E7</b>	Intermediate Certs: <b>-optional-</b> CGRC, CASP, Security+, PMP <b>-or-</b> SSCP <b>E6-E7</b>	Intermediate Certs: <b>-optional-</b> CGRC, CASP, Security+, PMP <b>-or-</b> SSCP <b>E6-E7</b>	Intermediate Certs: <b>-optional-</b> Security+ <b>E1-E9</b>
Basic Certs: <b>-optional-</b> A+, Network+ <b>-or-</b> SSCP <b>E1-E9</b>	Basic Certs: <b>-optional-</b> Security+ <b>E5-E9</b>	Basic Certs: <b>-optional-</b> Security+ <b>E1-E9</b>	Basic Certs: <b>-optional-</b> Security+ <b>E5-E9</b>	Basic Certs: <b>-optional-</b> Security+ <b>E1-E9</b>

### Considerations for advancement from E6 to E7

1. Sea Assignments: Sea duty tours are onboard surface units. Expeditionary assignments are also considered sea duty and candidates are carefully screened prior to assignment.

#### Fully Qualified Candidates:

- Show strong documented leadership, mission and in-rate technical impact serving in key leadership positions
- Show strong documented technical knowledge in assigned billet
- Complete Master level qualifications when available by assignment (CWO, ISWO, Expeditionary Communicator, Combat System Watch Officer (CSWO))
- Complete Enlisted Warfare Qualifications, when available

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 (CSTT, 3MTT, etc) leader/member with documented impact

2. Shore Assignments: Shore duty billets are primarily at a NCTAMS, NIOC, DIA/CIO, JIOC, ONI, IWTC, CPT, IWTG, CMF, NCDOC, and Operational Fleet/Shore staff (NCCC), MOC, FIWC).

#### Fully Qualified Candidates:

- Show strong documented leadership, mission and in-rate technical impact serving in key leadership positions
- Show strong documented technical knowledge in assigned billet
- Complete qualifications when available by assignment (JFTOCWO, JFTOC WATH SUPV, PMCWO, NOCWO, TCCOW, NCCC WO)



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- Complete Enlisted Warfare Qualifications when available, and/or MTS/ATS if serving as an Instructor, Afloat Trainer or Assessor at IWTC, ATG 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 (CRTT) leader/member with documented impact, when available

### Considerations for advancement from E7 to E8

1. Sea Assignments: Sea duty tours are onboard surface units. Expeditionary assignments are also considered sea duty and candidates are carefully screened prior to assignment.

#### **Fully Qualified Candidates:**

- Show strong documented leadership, mission and in-rate technical impact while serving as a LCPO or in other key leadership positions
- Show strong documented technical knowledge in assigned billet
- Complete Master level qualifications when available by assignment (CWO, ISWO, Expeditionary Communicator, Combat System Watch Officer (CSWO))
- Complete Enlisted Warfare Qualifications, when available

**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 (CSTT, 3MTT, etc) leader/member with documented impact

2. Shore Assignments: Shore duty billets are primarily at a NCTAMS, NIOC, IWTC, CPT, IWTG, CMF, NCDCC, DIA/CIO, JIOC, ONI and Operational Fleet Shore sites (NCCC, MOC, FIWC).

#### **Fully Qualified Candidates:**

- Show strong documented leadership and mission impact results while serving as a LCPO, Rating Detailer, Training Manager, Course Manager, Lead Instructor, Lead Assessor, or in other key leadership positions
- Show strong documented technical knowledge in assigned billet
- Complete Master level qualifications when available by assignment ((JFTOCWO, NCCC WO))
- Complete Enlisted Warfare Qualifications, when available, and/or MTS/ATS if serving as an Instructor or Afloat Trainer/Assessor at IWTC, ATG 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 (CRTT) leader with documented impact

### Considerations for advancement from E8 to E9

1. Sea Assignments: Sea duty tours are onboard surface units. Expeditionary assignments are also considered sea duty and candidates are carefully screened prior to assignment. Special consideration should be given to those serving in these challenging sea duty billets with documented leadership and Fleet impact.





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### **Fully Qualified Candidates:**

- Show strong documented leadership and mission impact results serving as a DLCPO/BLCPO or in other key command leadership positions
- Show strong documented technical knowledge in assigned billet

**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: (Rating Strategy Council, CLLC, OCCSTDS, AERR, MPT, JDTA, TRR, PQS Workshop, etc.)
- Serve as a Training Team (CSTT, 3MTT) Leader with documented impact

2. Shore Assignments: Shore duty billets are primarily at a TYCOM, NCTAMS, NIOC, IWTC, IWTG, NCDOD, DIA/CIO, JIOC, ONI and at Operational Fleet Shore sites (NCCC, MOC, FIWC).

### **Fully Qualified Candidates:**

- Show strong documented leadership and mission impact results serving as a SEL, DLCPO or in other key command leadership positions
- Show strong documented technical knowledge in assigned billet
- Complete Enlisted Warfare Qualifications, when available, and/or MTS/ATS if serving as an Instructor or Assessor at IWTC, ATG 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: (Rating Strategy Council, CLLC, OCCSTDS, AERR, MPT, JDTA, TRR, PQS Workshop, etc.)
- Serve as a Training Team (CRTT) Leader with documented impact