CTI CAREER PATH
SELECTED RESERVE (SELRES)

Cryptologic Technicians Interpretive (CTI). Similar to the Active-Duty component, Reserve CTIs are Cryptologic Language Analysts (CLA), specializing in analysis of foreign military operations, radiotelephone communications, and preparation of statistical studies/technical reports requiring proficiency in a foreign language and regional/cultural expertise (LREC). The chart below depicts a typical career path for a CTI. No two CTIs will follow identical career patterns; however, on average, the successful CTI will meet most of the career milestones in about the same sequence indicated.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	TYPICAL CAREER PATH DEVELOPMENT
26-30	CTICM	19 Yrs.	CSEL	Billet: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Priority Unit SEL Duty: NIFR HQ/ REDCEN, Major Command or COCOM Qualification: 8SEA, Warfare
23-26	CTICM CTICS	19 Yrs. 18.9	CSEL	Billet: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Priority/Large Unit SEL Duty: NIFR HQ/REDCEN, Major Command or COCOM, NIOC, IW Units Qualification: 8SEA, Warfare
20-23	CTICM CTICS CTIC CTI1	19 Yrs. 18.9 13.9	CSEL	Billet: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Priority/Large/Medium Unit SEL, DLCPO/LPO Duty: NIFR HQ/REDCEN, Major Command or COCOM, NIOC, IW Units Qualification: 8SEA, ELDC, Warfare
16-20	CTICS CTIC CTI1 CTI2	18.9 Yrs. 13.9 8.8 4.4	CWO, CSEL	Billet: NIFR HQ Staff, NIFR REDCEN Staff, Large/Medium/Small Unit SEL, DLCPO/LPO, Unit Language Coordinator, Mission Manager, Senior Linguist Duty: NIFR HQ/REDCEN, Major Command or COCOM, NIOC, IW Units Qualification: 8SEA, ELDC, Warfare
12-16	CTIC CTI1 CTI2	13.9 Yrs. 8.8 4.4	OCS, LDO, CWO, Recruiting, RDC	Billet: NIFR REDCEN Staff, Medium/Small Unit SEL, DLCPO/LPO, Unit Language Coordinator, Mission Manager, Senior Linguist Duty: NIFR REDCEN, Major Command or COCOM, NIOC, IW Units, NSW Qualification: 8SEA, ELDC, Warfare
8-12	CTIC CTI1 CTI2 CTI3	13.9 Yrs. 8.8 4.4	STA-21, DCO, LDO, Recruiting, RDC	Billet: Small Unit SEL, DLCPO/LPO, Unit Language Coordinator, Mission Manager, Senior Linguist Duty: Major Command, NIOC, IW Units, NSW Qualification: ELDC, Warfare
4-8	CTI1 CTI2 CTI3	8.8 Yrs. 4.4	STA-21, DCO, Naval Academy	Billets: LPO, ALPO, Linguist Duty: NIOC, IW Units, NSW Qualification: ELDC, Warfare
2-5	CTI2 CTI3	4.4 Yrs. 30 Months	STA-21, DCO, Naval Academy	Billet: Linguist, Basic Operator, Aircrewman, Direct Support Duty: NIOC Qualification: ELDC, Warfare
1+	CTI3 CTISN CTISA Accession Training	30 Months 18 Months 9 Months	STA-21, DCO, Naval Academy	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

1. "A" School is required. CTI "A" school consists of two A3 (NEC awarding) courses. Part 1 is language instruction at Defense Language Institute (DLI) which awards a language NEC. Part 2 is follow-on cryptologic training at Goodfellow AFB which awards the C30-C33A NECs. Sailors already having requisite language capability may be waived from attending DLI, but a Sailor cannot be rated as a CTI until successful completion of the cryptologic course.

2. Counter-Intelligence polygraphs and access to assigned mission spaces are required for assignments at most locations.

3. CTI advancement quotas are open to all eligible CTIs. SELRES CTI advancement is not organized into language groups, which differs from Active Duty CTI advancement.

4. SELRES does not have a NAT program for CTIs. Sailors joining the Reserves typically have at least six years of Active Duty service.

5. All CTIs competing for advancement **MUST** achieve a minimum of L2/R2 on the Defense Language Proficiency Test (DLPT) in their primary language in the one year prior to the LTB date. The listening (L) or reading (R) modality of the DLPT score may be higher than L2 or R2, but not lower (i.e. 0, 0+, 1, or 1+). CTIs scoring L3/R3 or higher on their DLPT are required to have been recertified within two years prior to the LTB date. To ensure clarity during record reviews, boards, or advancement cycles, DLPT scores should be written into evaluations noting the month and year or documentation should be provided as listed in 4.b. or 4.c.

    a. DLPT test scores are valid through the first day of the first month after the previous certification date unless the Sailor recertifies or an exception to policy is granted. For example, a score dated 14JUN2<u>5</u> is valid through 01JUL26 (or 01JUL27 for L3/R3).
    b. Acceptable documentation of DLPT scores includes an evaluation with language scores or a Command Language Program Manager (CLPM) generated memorandum for the record from the Navy Foreign Language Testing Office (NFLTO) forwarded to the board via the candidate's LTB. Sailors are strongly advised to include the NFLTO memo in any LTB.
    c. Any CTI whose primary language DLPT has expired **MUST** possess a valid "Inability to Test" waiver from the Navy Language, Regional Expertise, and Culture Office (OPNAV N13F) to participate in the Navy wide advancement examination or to be eligible for selection by CPO, SCPO, and MCPO boards.
    d. For advancement and special programs, due consideration should be given to CTIs exceeding minimum language readiness standards (L2/R2); however, this remains only one factor in demonstrating capability to lead and perform cryptologic language operations.

6. While not an exhaustive list, the below NECs are often held by SELRES. CTIs may hold one or more NECs related to their language proficiency. To earn one of the intermediate (CXXX) or advanced (CXXY) NECs, they must score a L3/R3 or better (advanced) or L2+/R2+ or better (intermediate) on 2 DLPTs within the last 3-year period. CTIs may hold multiple 9ACE-9ZHO NECs to identify proficiency in individual languages. Holding multiple language NECs (9ACE-9ZHO) is a positive factor, though shall not be a significant factor in selection.

C29A	Language Program Manager
C30A/CADX/CPFX/CADY/CPFY	Middle East and North Africa Cryptologic Linguist
C31A/CKPX/CCMX/CKPY/CCMY	East and Far East Asia Cryptologic Linguist
C32A/CQBX/CQBY	Latin and South America Cryptologic Linguist
C33A/CRUX/CRUY	Eastern Europe Cryptologic Linguist
9ACE-9ZHO	Language Capability
805A	Instructor

7. NAVIFORES Enlisted Professional Development (EPD) courses are considered noteworthy professional development milestones. Sailors should attend as prescribed by their time in service and rank as appropriate:

<u>New Affiliation Professional Development (NAPD):</u> Instructs junior and/or newly affiliated Information Warfare (IW) SELRES on relevant topics to be successful as an IW Reservist. Any IW rate/rating eligible, typically new affiliations within their first year as SELRES.

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<u>Junior Enlisted Professional Development (JEPD)</u>: Instructs Petty Officers on relevant topics to be successful as reserve enlisted leaders at the work center supervisor and Leading Petty Officer level. Any IW rating eligible E5 - E6 SELRES with three years or more as a reservist.

<u>Prospective Senior Enlisted Leader (PSEL)</u>: Instructs Chief Petty Officers on the relevant topics to be successful as reserve Senior Enlisted Leaders at the department and Unit SEL level. Any E7 - E8 IW rating eligible, ideally for CPOs with two to four years TIR.

<u>Information Warfare Senior Enlisted (IWSE)</u>: EPD capstone course ideal for E8 - E9 SELRES considering a Major Command SEL or REDCEN SEL billet. Prerequisite: PSEL.

8. Enlisted Information Warfare Specialists (EIWS) and other warfare qualifications are not required but should be viewed as a noteworthy achievement.

9. While not typically available for SELRES CTIs, there are many special programs and education courses for active duty CTIs that should look favorably, though not a requirement. (e.g. Military Language Analyst Program (MLAP), Middle Enlisted Cryptologic Career Advancement Program (MECCAP), Military Cryptologic Continuing Education Program MCCEP)

   a. MCCEP: The NSA/CSS Military Cryptologic Continuing Education Program (MCCEP) legacy program was a voluntary three to four-phase program completed through specified National Cryptologic University (NCU) courses, DLPT scores, and mission experience which relied heavily on assignment at an NSA/CSS location. MCCEP 2025 is an auto-enrolled program that captures the career progress of service members through the Cryptologic Training System Training Standards (CTS-TS) based on completion of job qualification standards, on-the-job training, NCU, and service training regardless of assignment. The three phases of MCCEP 2025 are Phase 0 - Apprentice, Phase 1 - Intermediate, and Phase 2 - Advanced.

10. Additional Considerations: Favorable consideration should be given to CTIs who demonstrate both technical leadership and leadership of command or department level organizations such as collateral duties, Enlisted Leader Development Continuum (ELDC) courses, CPO Initiation, Sailor 360, or Chief Petty Officer/First Class Petty Officer/Junior Enlisted Associations.

Considerations for advancement from E6 to E7:

Completion of the Advanced Leader Development Course and Professional Military Knowledge Eligibility Exam are prerequisites for the E7 Navy Wide Advancement Exam and completion is required to constitute a fully qualified candidate <u>in addition to the following language requirement</u>:

<u>DLPT:</u> Score a minimum of a L2/R2 on most recent DLPT in their primary language and be within periodicity standards. (See note 4)

Highly competitive/best qualified candidates for selection as Chief Petty Officer have met many or all of the following milestones:

- Strong consideration given to a history of exceeding DLPT standards, with consistent scores at or above the L2+/R2+
- Provided language mission or language-management support to UMUIC
- Strong consideration given to Unit Language Coordinator with documented impact at a NIOC, CWG-6, or NSA/CSS unit
- Completed a rate-specific mobilization or other long-term orders in support of fleet, joint, or special operations with documented impact
- Leadership as an LPO, Mission Supervisor/Manager, or PQS/Watch Qualification Trainer with documented mission and subordinate development impact
- Served as an Enlisted Leader Development (ELD) Facilitator
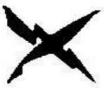
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- Demonstrated institutional expertise through completion of JEPD, Primary Professional Military Education (PPME) or advanced civilian education or rate-related certifications
- Completion of the DLI Associate of Arts (AA) degree. This degree is available to all graduates of DLI.
- Warfare qualification (see note 8)
- Technical Qualifications: Completion of MCCEP phases or other technical certifications/qualifications.
- Demonstrates peer leadership – a leader in Sailor 360 program and/or in the First Class Petty Officer Association (FCPOA) with strong involvement and documented impact (see note 10)

Considerations for advancement from E7 to E8

Completion of CPO Leader Development Continuum is a prerequisite for advancement to E8 and constitutes a fully qualified candidate <u>in addition to the following language requirement</u>:

DLPT: Score a minimum of a L2/R2 on most recent DLPT in their primary language and be within periodicity standards. (See note 4)

Highly competitive/best qualified candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Provided language mission or language-management support to UMUIC
- Completed a rate-specific mobilization or other long-term orders in support of fleet, joint, or special operations with documented impact
- Leadership as a Unit SEL (small/medium/large unit) or Division/Department LCPO (large unit) with documented mission and subordinate development impact
- Demonstrated rating SME in community engagements through participation in A School Training Requirement Reviews, IW Community and/or Fleet Conferences, OCCSTDs, Job Duty Task Analysis (JDTA) and JQR/PQS Working Groups, Operational Planning Teams, or other clemency-wide impact
- Participation in NIFR IW initiatives at the local, REDCEN, and HQ level, e.g., NIFR EPD instructor/facilitator, SEL JQR trainer, MAP-R Board Membership, etc.
- Completed of CNIFR SEL JQR. Completion is required within one year of assignment as a REDCEN CSEL or Unit SEL. Otherwise, enrollment or completion is not mandatory but should be considered favorably.
- Served as ELD Facilitator and/or significant impact to subordinate ELD completion
- Demonstrated institutional expertise through completion of Senior Enlisted Academy (SEA), other Service Senior Enlisted Course/Academy, PSEL, PPME, EJPME I/II, NIFR Leadership conferences, and/or advanced civilian education or rate-related certifications
- Completed the DLI Associate of Arts (AA) degree. This degree is available to all graduates of DLI.
- Warfare qualification (See Note 8)
- Technical Qualifications: Completion of MCCEP phases or other technical certifications/qualifications.
- Consistent CPO Mess involvement during CPO Initiation (CPOI), Sailor 360, CPOA, and Mess training. Performance as CPOI Season Chair, Committee Lead, and CPOA Executive Officer positions are particularly noteworthy

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 or other service equivalent school <u>in addition to the following language requirement</u>:

DLPT: Score a minimum of a L2/R2 on most recent DLPT in their primary language and be within periodicity standards. (See note 4)

Highly competitive/best qualified candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones:

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- Completed a rate-specific mobilization or other long-term orders in support of fleet, joint, or special operations with documented impact
- Leadership as a Unit SEL (large/priority unit), NIFR HQ/REDCEN staff with documented mission and subordinate development impact
- Demonstrated institutional expertise through completion of SEA or other Service Senior Enlisted Course/Academy, IWSE, PPME, EJPME I/II, NIFR Leadership conferences, and/or advanced civilian education or rate-related certifications
- Completed the DLI Associate of Arts (AA) degree. This degree is available to all graduates of DLI
- Strong support and participation in NIFR IW initiatives at the local, REDCEN, and HQ level, e.g., NIFR EPD instructor/facilitator, SEL JQR trainer, MAP-R Board Membership, etc.
- Demonstrated rating SME in community engagements through participation in IW community and/or fleet conferences, OCCSTDs, Rating Strategy Council, JQR/PQS Working Groups, Operational Planning Teams, etc. and/or selection as CNIFR Rating Advisor
- Completed CNIFR SEL JQR. Completion is required within one year of assignment as a REDCEN CSEL or Unit SEL. Otherwise, enrollment or completion is not mandatory but should be considered favorably.
- Served as ELD Facilitator and/or significant impact to subordinate ELD completion
- Warfare qualification (See Note 8)
- Technical Qualifications: Completion of MCCEP phases or other technical certifications/qualifications.
- Consistent CPO Mess involvement during CPO Initiation (CPOI), Sailor 360, CPOA, and Mess training. Performance as CPOI Season Chair, Committee Lead, and CPOA Executive Officer positions are particularly noteworthy

Commissioning/Other Special Programs:

Commissioning Programs - Commissioning Programs (navy.mil)
CSEL Program - Pages - CMC_CSC_Program (navy.mil)