



CTI CAREER PATH SELECTED RESERVE (SELRES)



Cryptologic Technicians Interpretive (CTI). Similar to the Active Duty component, Reserve CTIs are Professional Cryptologic Language Analysts (CLA), specializing in analysis of foreign military operations, radiotelephone communications, and preparation of statistical studies/technical reports requiring knowledge of a foreign language. The chart below depicts a typical career path for a CTI. No two CTIs will follow identical career patterns; however, on the 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, IWC 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, IWC Units Qualification: 8SEA, 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, IWC Units Qualification: 8SEA, MCCEP Phase III, 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, IWC Units, NSW Qualification: 8SEA, MCCEP Phase III, 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, IWC Units, NSW Qualification: MCCEP Phase II, Warfare
4-8	CTI1 CTI2 CTI3	8.8 Yrs. 4.4	STA-21, DCO, Naval Academy	Billet: LPO, ALPO, Linguist Duty: NIOC, IW Units, NSW Qualification: MCCEP Phase II, 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: MCCEP Phase I, 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.



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Notes:

1. "A" School required.
2. 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.
3. SELRES does not have a NAT program for CTIs. Sailors joining the Reserves typically have at least six years of Active-Duty service.
4. 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 tested within two years prior to the LTB date.
 - a. 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.
 - b. 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.
 - c. 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.
5. Rating NECs as defined by NEOCS Volume II CH IV, Navy Enlisted Classifications. While not intended to be an exhaustive list, the below NECs are often held by SELRES. CTIs may hold only one NEC from C30A-C33A and 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	Middle East and North Africa Cryptologic Linguist
C31A	East and Far East Asia Cryptologic Linguist
C32A	Latin and South America Cryptologic Linguist
C33A	Eastern Europe Cryptologic Linguist
9ACE-9ZHO	Language Capability
805A	Instructor

6. Sailors should attend CNIFR professional development courses as prescribed by their time in service and rank as appropriate:

New Affiliation Professional Development (NAPD): 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.

Junior Enlisted Professional Development (JEPD): 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.

Prospective Senior Enlisted Leader (PSEL): 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.

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



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

Considerations for advancement from E6 to E7:

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

- Scored a minimum of L2/R2 on most recent DLPT in their primary language (see Note 4)
- 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 EPD or Enlisted Leader Development (ELD) Facilitator
- Demonstrated institutional expertise through completion of JEPD, Primary Professional Military Education (PPME) or advanced civilian education or rate-related certifications
- Completed Military Cryptologic Continuing Education Program (MCCEP) levels. MCCEP courses may not be available at all duty stations
- Completed the DLI Associate of Arts (AA) degree. This degree is available to all graduates of DLI.
- Warfare qualification (See Note 7)
- Leader in Sailor 360 program and in the First Class Petty Officer Association (FCPOA) with strong involvement and documented impact
- Graduate of Advanced Leader Development Course.

Considerations for advancement from E7 to E8

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

- Scored a minimum of L2/R2 on most recent DLPT in their primary language (see Note 4)
- 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 Division/Department LCPO (large unit) or Unit SEL (small/medium/large unit) with documented mission and subordinate development impact
- Demonstrated rating SME in community engagements through participation in A School TRRs, IW Community and/or Fleet Conferences, OCCSTDs, Job Duty Task Analysis (JDTA) and JQR/PQS Working Groups, Operational Planning Teams, AERRs or other clemency-wide impact
- Participation in NIFR IWC 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
- Completed Military Cryptologic Continuing Education Program (MCCEP) levels. MCCEP courses may not be available at all duty stations
- 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



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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 7)
- 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
- Graduate of the CPO Leader Development Course.

Considerations for advancement from E8 to E9:

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

- Scored a minimum of L2/R2 on most recent DLPT in their primary language (see Note 4)
- 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
- Completed Military Cryptologic Continuing Education Program (MCCEP) levels. MCCEP courses may not be available at all duty stations
- Demonstrated institutional expertise through completion 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 IWC 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, AERR, 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 7)
- 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
- Must be a graduate of Senior Enlisted Academy (SEA) or other Service Equivalent school.

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10000)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10000)