



## CTR CAREER PATH SELECTED RESERVE (SELRES)



Cryptologic Technicians (Collection) (CTR) operate advanced computer systems to conduct Information and Cyberspace Operations; collect, analyze, and exploit Signals Of Interest (SOI) throughout the Radio Frequency (RF) spectrum to identify, locate, and report worldwide threats; control, inventory, and safeguard access to classified material and information systems; provide tactical, digital network, strategic signals intelligence, technical guidance, targeting solutions, and Signals Intelligence (SIGINT) support to surface, subsurface, air, space, special operations forces, and National consumers to maintain information superiority.

| YEARS OF SERVICE | CAREER MILESTONES                            | AVERAGE TIME TO PROMOTE            | COMMISSIONING OR OTHER SPECIAL PROGRAMS                  | TYPICAL CAREER PATH DEVELOPMENT   |
|------------------|--|------------------------------------|--|---|
| 26-30            | CTRCM  | 21.7 Yrs                           | CSEL   | Billet: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Priority Unit SEL<br>Duty: NIFR HQ/REDCEN, Major Command or COCOM<br>Qualification: 8SEA, Warfare   |
| 23-26            | CTRCM<br>CTRCS                               | 21.7 Yrs<br>16.6                   | CSEL   | Billet: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Priority/Large Unit SEL<br>Duty: NIFR HQ/REDCEN, Major Command or COCOM, NR NIOC, IW Units<br>Qualification: 8SEA, C16A, C08A, Warfare  |
| 20-23            | CTRCM<br>CTRCS<br>CTRC                       | 21.7 Yrs<br>16.6<br>12.6           | CSEL, NSW Support  | Billet: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Priority/Large/Medium Unit SEL, DLCPO, Mission Manager, Cyber Teams<br>Duty: NIFR HQ/REDCEN, Major Command or COCOM, NR NIOC, IW Units<br>Qualification : 8SEA, C16A, C08A, 703C, Warfare |
| 16-20            | CTRCS<br>CTRC<br>CTR1                        | 16.6 Yrs<br>12.6<br>7.9            | CSEL, CWO, Recruiting, RDC, Instructor, NSW Support      | Billet: NIFR HQ Staff, NIFR REDCEN Staff, Large/Medium/Small Unit SEL, DLCPO/LPO, Mission Manager, TIO Analyst<br>Duty: NIFR HQ/REDCEN, Major Command or COCOM, NR NIOC, IW Units<br>Qualification: 8SEA, C16A, C08A, 703C, Warfare     |
| 12-16            | CTRC<br>CTR1                                 | 12.6 Yrs<br>7.9                    | CSEL, CWO, DCO, Recruiting, RDC, Instructor, NSW Support | Billet : NIFR REDCEN Staff, Medium/Small Unit SEL, Mission Manager, DLCPO/LPO, TIO Analyst<br>Duty: NIFR REDCEN, Major Command or COCOM, NR NIOC, IW Units<br>Qualification: 8SEA, C16A, C08A, 703C, Warfare                            |
| 8-12             | CTRC<br>CTR1<br>CTR2                         | 12.6 Yrs<br>7.9<br>4.2             | DCO, Recruiting, RDC, Instructor, NSW Support            | Billet: Small Unit SEL, Mission Manager, DLCPO/LPO, TIO Analyst<br>Duty: NIFR REDCEN, Major Command, COCOM, NR NIOC, IW Units<br>Qualification: 8SEA, C16A, C08A, 703C, Warfare   |
| 4-8              | CTR1<br>CTR2<br>CTR3                         | 7.9 Yrs<br>4.2<br>2.7              | DCO, Naval Academy, NSW Support                          | Billet: LPO, Analyst, Operator<br>Duty: COCOM, NR NIOC, IW Units<br>Qualification: C16A, C08A, 703C, Warfare  |
| 1-4              | CTR2<br>CTR3                                 | 4.2 Yrs<br>2.7                     | DCO, Naval Academy                                       | Billet: Analyst, Operator<br>Duty: COCOM, NR NIOC, IW Units<br>Qualification: C16A, C08A, Warfare   |
| 1+/-             | CTR3<br>CTRNS<br>CTRSA<br>Accession Training | 30 months<br>18 Months<br>9 Months |  | Recruit Training and all schools or training events required to be completed prior to reporting to first operational command.<br>Qualification: None  |



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**Notes:**

1. Communications Signals Collections Course (CSCC) and NAV3C required; both classes combined equate to CTR “A” School.
2. CTRs must maintain a TS/SCI clearance. Counter-Intelligence polygraphs may be required prior to operational employment at many locations.
3. Career enhancing tours/jobs should be positions in which leaders develop and mentor in-service and joint-service CTRs. CTR leadership-intensive Reserve Component (RC) billets include Rating Advisor, National/REDCEN/NIFR Staff Duty, Unit SEL, and Unit Operations LCPO. Logical career progression through positions of increased responsibility is the expectation.
4. 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 open to SELRES. Contact the Rating Advisor (RA) with any questions.

- C08A C2 Tactical Analysis Technician
- C16A Journeyman Analysis and Reporting Specialist
- 804G Expeditionary Force – Combat Skills
- 703C Naval Special Warfare (NSW) Tactical Information Operations (TIO) Analyst
- 771B Naval Special Warfare (NWS) Tactical Information Operations (TIO) Operator
- C12A Assistant Cryptologic Resource Coordinator (ACRC)
- C13A Afloat Cryptologic Manager (E7-E8)
- C14A Cryptologic Subsurface Augmentee Operator
- C23A Morse Code Intercept Operator
- 805A Instructor
- 8MTS Master Training Specialist
- 8RDC Recruit Division Commander/Recruit Instructor
- 803R Production Recruiter

5. 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:

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 3 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.

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



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### **Considerations for advancement from E6 to E7.**

**Completion of Advanced Leader Development Course is a prerequisite for the E7 Navy Wide Advancement Exam and completion is required to constitute a fully qualified candidate.**

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

- Completed a rate-specific mobilization or other long-term orders in support of fleet, joint, or special operations with documented impact
- Demonstrated rating subject matter expertise (SME) in an operational assignment with command or community wide impact
- Demonstrated leadership and subordinate development utilizing technical expertise via earned platform PQS/watch qualifications or Navy Credentialing program
- Warfare qualified (Note 6)
- Leadership as an LPO, Mission Supervisor/Manager, or PQS/Watch Qualification Trainer with documented mission and subordinate development impact
- Demonstrated institutional expertise through completion of JEPD, Primary Professional Military Education (PPME), advanced civilian education or rate-related certifications
- Leader in Sailor 360 program and/or the First Class Petty Officer Association (FCPOA) with strong involvement and documented impact

### **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.**

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

- Completed a rate-specific mobilization or other long-term orders in support of fleet, joint, or special operations with documented impact
- Demonstrated rating SME in community engagements through participation in “A” or “C” School TRRs, IW Community and/or Fleet Conferences, OCCSTDs, Job Duty Task Analysis (JDTA) and JQR/PQS Working Groups, Operational Planning Teams or other community-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.
- Leadership as a Unit SEL (small/medium/large unit) or Division/Department LCPO (large unit) with documented mission and subordinate development impact
- 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.
- 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
- Warfare qualified (Note 6)
- Served as ELD Facilitator and/or significant impact to subordinate ELD completion
- Strong CPO Mess involvement with documented impact. Special consideration should be given to those leading in CPO Initiation, Sailor 360, and/or serving in CPOA leadership positions



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### **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.**

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

- 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) or NIFR HQ/REDCEN staff with documented mission and subordinate development impact
- 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.
- Demonstrated leadership and subordinate development, with impact, utilizing technical expertise via earned platform PQS/watch qualifications or Navy Credentialing programs.
- 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
- 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
- Warfare qualified (Note 6)
- 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.
- Served as ELD Facilitator and/or significant impact to subordinate ELD completion
- Strong CPO Mess involvement with documented impact. Special consideration should be given to those leading in CPO Initiation, Sailor 360, and/or serving in CPOA leadership positions

### **Commissioning/Other Special Programs:**

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)