



## CWT CAREER PATH SELECTED RESERVE (SELRES)



Cyber Warfare Technicians (CWT) plan, develop, and execute offensive and defensive Cyberspace Operations; perform Analysis, Cyber Defense, Digital Forensics, Network Exploitation, Threat Emulation, Research and Development, Direct Support Operations, and Cyber Planning in support of national, Fleet, and joint requirements.				
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	TYPICAL CAREER PATH DEVELOPMENT
26-30	CWTCM	22.9 Yrs	CSEL, DCO	Billets: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Cyberspace Operations Planner. Duty: NIFR HQ/REDCEN, IW Priority Unit, Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW Qualification: SEA(8SEA), Cyberspace Planner (H29A), Instructor (805A), Battle Watch Captain, SEL JQR
23-26	CWTCM CWTC	22.9 Yrs 17.6	CSEL, DCO	Billets: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Cyberspace Operations Planner. Duty: NIFR HQ/REDCEN, IW Priority unit, Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW Qualification: SEA(8SEA), Cyberspace Planner (H29A), Instructor (805A), Battle Watch Captain, SEL JQR
20-23	CWTCM CWTC CWTC	22.9 Yrs 17.6 12.6	CSEL, DCO	Billets: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Unit SEL, Dept LCPO, Division LCPO, DCO Analyst, Cyberspace Operations Planner. Duty: NIFR HQ/REDCEN, IW Priority unit, Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW Qualification: SEA(8SEA), EA (H12A), Cyberspace Planner (H29A), CDA (H30A), CDA-HOST (H31A), CTEO (H32A), CDA-Network (H34A), Instructor (805A), Battle Watch Captain, SEL JQR
16-20	CWTC CWTC CWT1	17.6 Yrs 12.6 7.3	CSEL, CWO, DCO	Billets: NIFR HQ/ NIFR REDCEN Staff, Unit SEL/LPO, Dept LCPO/LPO, Division LCPO/LPO, DCO Analyst/Operator, Cyberspace Operations Planner. Duty: NIFR HQ/REDCEN, Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW Qualification: SEA(8SEA), EA (H12A), Cyberspace Planner (H29A), CDA (H30A), CDA-HOST (H31A), CTEO (H32A), CDA-Network (H34A), Instructor (805A), Battle Watch Captain, SEL JQR
12-16	CWTC CWT1	12.6 Yrs 7.3	CWO, DCO LDO	Billets: Unit SEL/LPO, Dept LCPO/LPO, Division LCPO/LPO, DCO Analyst/Operator, Cyberspace Operations Planner. Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW Qualification: EA (H12A), Cyberspace Planner (H29A), CDA (H30A), CDA-HOST (H31A), CTEO (H32A), CDA-Network (H34A), Instructor (805A), Battle Watch Captain



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	TYPICAL CAREER PATH DEVELOPMENT
8-12	CWTC CWT1 CWT2	12.6 Yrs 7.3 4.5	CWO, DCO LDO	Billets: DCO Analyst/Operator, Div LCPO, LPO, Cyberspace Operations Planner. Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW Qualification: EA (H12A), Cyberspace Planner (H29A), CDA (H30A), CDA-HOST (H31A), CTEO (H32A), CDA-Network (H34A), Instructor (805A), DCO Watch Officer, Battle Watch Captain
4-8	CWT1 CWT2	7.3 Yrs 4.5	DCO, CSEL, CWO, MCWO (1880),	Billets: DCO Analyst/Operator, Div/Dept/Unit LPO Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW Qualification: EA (H12A), CDA (H30A), CDA-HOST (H31A), CTEO (H32A), CDA-Network (H34A), Instructor (805A), DCO Watch Officer
1-4	CWT2 CWT3	4.5 Yrs 30 Months		Billets: DCO Analyst/Operator Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG Qualification: EA (H12A), CDA (H30A), CDA-HOST (H31A), CTEO (H32A)
1+/-	CWTSN CWTS Accession Training	18 Months 9 Months		Recruit Training/Student CWT "A" School (Joint Cyber Analysis Course - JCAC).

### Notes:

1. The CWT rating was established in June 2023 and replaced the disestablished Cryptologic Technician Networks (CTN). CWT is an "A" School (JCAC) required rating.
2. Rating NECs as defined by NEOCS Volume II CH IV, Navy Enlisted Classifications. While not intended to be an exhaustive list, the below NECs can be assigned to SELRES CWTs.

H07A Applied Cyber Operations Master\*  
 H11A Basic Digital Network Exploitation Analyst  
 H11B Senior Digital Network Exploitation Analyst  
 H12A Basic Exploitation Analyst  
 H12B Senior Exploitation Analyst\*  
 H12C Master Exploitation Analyst\*  
 H14A Navy Interactive On-Net (ION) Operator (Windows)\*  
 H15A Navy Interactive On-Net (ION) Operator (Unix)\*  
 H16A Navy Interactive On-Net (ION) Operator (Networks)\*  
 H29A Cyberspace Operations (CO) Planner  
 H30A Cyber Defense Analyst (CDA)  
 H31A Basic Host Analyst  
 H31B Senior Host Analyst  
 H31C Master Host Analyst  
 H32A Cyber Threat Emulation Operator (CTEO)  
 H33A Cyber Network Defense Infrastructure Specialist (CNDIS)  
 H34A Cyber Defense Analyst (CDA) - Network\*  
 H41A Basic Cyberspace Operator\*  
 H41B Senior Cyber Operator\*



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702C	Warfare Tactics Instructor (WTI) Level IV*
703C	Naval Special Warfare (NSW) Tactical Information Operations (TIO) Analyst*
708A	Expeditionary Information Warfare (Tactical)
771B	Naval Special Warfare (NSW) Tactical Information Operations (TIO) Operator*
785B	Special Operations Forces (SOF) Offensive Cyberspace Operator*
785C	Special Operations Forces Expeditionary Cyberspace Operator (SOF ECO)*
785D	Special Operations Forces Tactical Cryptologic Warfare Operator (SOF TAC-CWO)*
785E	Special Operations Forces (SOF) Sensitive Collection and Reconnaissance - Operator (SCAR-O)*
785F	Special Operations Forces (SOF) Sensitive Collection and Reconnaissance - Analyst (SCAR-A)*
805A	Instructor

### NEC Notes:

\*Not typically assignable to SELRES Sailors. These NECs may be earned on Active Duty and carried over to the SELRES Sailor's record. A held NEC does not mean the associated "C" school is available to a SELRES Sailor. "C" school assignments are based on billet coding and needs of the Navy.

3. CWTs with NECs H12B-H16A and 785B/C/D/E/F complete a rigorous training pipeline and are considered highly trained Analysts/Operators. These NECs are not available to SELRES Sailors however they may be carried over from active duty. Special consideration should be given to Sailors who have successfully completed these programs.

4. Emphasis should be placed on Sailors in the CWT rating who have clearly demonstrated mission expertise, mission leadership, and clear impact in their rating under their given scope of responsibilities. Completion of intermediate, advanced, and expert level industry certifications merits strong consideration. Certifications relevant to paygrades are available through Navy COOL and enhance technical knowledge and career progression. The following are examples of (but not limited to) these qualifications:

### General:

- Cyber Network Operations Development Program (CNODP)
- Completion of MACO program or Bachelor/Master degree in Cyber-related Area
- Intermediate and Expert Level Industry Certifications
  - OSCP
  - GSE/GREM/GCFE
  - CISA/CISM
  - SecurityX (previously CASP+)
  - DEVOPS Engineer Professional

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.



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6. 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:**

**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.**

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

- Leadership as an LPO, Mission Supervisor/Manager, or PQS/Watch Qualification Trainer with documented mission and subordinate development impact
- Completion of a rate-related mobilization or other long-term orders in support of fleet, joint, or special operations with documented impact
- Demonstrated institutional expertise through completion of JEPD, Primary Professional Military Education (PPME) or advanced civilian education or rate-related certifications
- Warfare qualification (See Note 6)
- Leader in Sailor 360 program and in 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 Senior Chief Petty Officer have met many or all of the following milestones:

- Completed a rate-related 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
- Active participation and documented impact to CWT rating. Demonstrated rating SME in community engagements through participation in A and C School TRRs, IW Community and/or Fleet Conferences, OCCSTDs, Job Duty Task Analysis (JDTA) and JQR/PQS Working Groups. Active participation and designation as a CWT Coach through the SELRES CWT Coaching Program.
- 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.
- Completion 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.
- Demonstrated institutional expertise through completion of Senior Enlisted Academy (SEA), other Service Senior Enlisted Course/Academy, PSEL, PPME, EJPME I/II, and/or NIFR Leadership conferences.
- Demonstrated operational expertise through the completion of applicable CWT “C” Schools, advanced civilian education or rate-related certifications
- Served as ELD Facilitator and/or significant impact to subordinate ELD completion
- Warfare qualification (See Note 6)
- Consistent CPO Mess involvement during CPO Initiation (CPOI), Sailor 360, CPOA, and CPO mess training. Performance as CPOI Season Chair, Committee Lead, and CPOA Executive Officer positions are particularly noteworthy



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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:

- Leadership as a Unit SEL (large/priority unit) or 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
- 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.
- Active participation and documented impact to CWT rating. Demonstrated rating SME in community engagements through participation in A and C School TRRs, IW Community and/or Fleet Conferences, OCCSTDs, Job Duty Task Analysis (JDTA) and JQR/PQS Working Groups. Active participation and designation as a CWT Coach through the SELRES CWT Coaching Program.
- Demonstrated operational expertise through the completion of applicable CWT “C” Schools, advanced civilian education or rate-related certifications
- 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 6)
- 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
- Completion of a rate-related mobilization or other long-term orders in support of fleet, joint, or special operations with documented impact

### **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)