



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	<p>Billets: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Cyberspace Operations Planner.</p> <p>Duty: NIFR HQ/REDCEN, IWC Priority Unit, Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW</p> <p>Qualification: SEA(8SEA), Cyberspace Planner (H29A), Instructor (805A), Battle Watch Captain, SEL JQR</p>
23-26	CWTCM CWTC	22.9 Yrs 17.6	CSEL, DCO	<p>Billets: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Cyberspace Operations Planner.</p> <p>Duty: NIFR HQ/REDCEN, IWC Priority unit, Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW</p> <p>Qualification: SEA(8SEA), Cyberspace Planner (H29A), Instructor (805A), Battle Watch Captain, SEL JQR</p>
20-23	CWTCM CWTC CWTC	22.9 Yrs 17.6 12.6	CSEL, DCO	<p>Billets: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Unit SEL, Dept LCPO, Division LCPO, DCO Analyst, Cyberspace Operations Planner.</p> <p>Duty: NIFR HQ/REDCEN, IWC Priority unit, Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW</p> <p>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</p>
16-20	CWTC CWTC CWT1	17.6 Yrs 12.6 7.3	CSEL, CWO, DCO	<p>Billets: NIFR HQ/ NIFR REDCEN Staff, Unit SEL/LPO, Dept LCPO/LPO, Division LCPO/LPO, DCO Analyst/Operator, Cyberspace Operations Planner.</p> <p>Duty: NIFR HQ/REDCEN, Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW</p> <p>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</p>
12-16	CWTC CWT1	12.6 Yrs 7.3	CWO, DCO LDO	<p>Billets: Unit SEL/LPO, Dept LCPO/LPO, Division LCPO/LPO, DCO Analyst/Operator, Cyberspace Operations Planner.</p> <p>Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, NCWDG, NSW</p> <p>Qualification: EA (H12A), Cyberspace Planner (H29A), CDA (H30A), CDA-HOST (H31A), CTEO (H32A), CDA-Network (H34A), Instructor (805A), Battle Watch Captain</p>



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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). "A" School (JCAC) is required for this rating.
2. CWTs must maintain a TS/SCI clearance. Counter-Intelligence polygraphs are required prior to operational employment at many locations
3. 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 held by SELRES CWTs.

- H12A Exploitation Analyst (EA)
- H13A Navy Interactive On-Net (ION) Operator
- H14A Navy ION Operator (Windows)
- H15A Navy ION Operator (Unix)
- H16A Navy ION Operator (Networks)
- H29A Cyberspace Operations (CO) Planner
- H30A Cyber Defense Analyst (CDA) - Basic
- H31A CDA (Host)
- H32A Cyber Threat Emulation Operator (CTEO)
- H34A CDA (Network)
- 703C NSW Tactical Information Operations (TIO) Analyst
- 708A Expeditionary Information Warfare (Tactical)
- 771B NSW TIO Operator
- 785B SOF Offensive Cyberspace Operator
- 805A Instructor



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NEC Notes:

A coded 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. An NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.

4. CWTs with NECs H13A-H16A and 785B complete a rigorous training pipeline and are considered highly trained Network 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.

5. 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. A career path that has solely focused on traditional leadership positions that have not demonstrated mission impact should not be weighed as heavily. In addition to the standard Navy Apprentice, Journeyman, Master levels, US Cyber Command (USCC) has established Basic, Senior, and Master level qualifications.

6. 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.

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:

- 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
- 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
- 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.



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Considerations for advancement from E7 to E8:

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

- Active participation and designated as a CWT Coach through the SELRES CWT Coaching Program
- Completed a rate-related 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 and C School TRRs, IW Community and/or Fleet Conferences, OCCSTDs, Job Duty Task Analysis (JDTA) and JQR/PQS Working Groups, 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.
- 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
- 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
- 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:

- Leadership as a Unit SEL (large/priority unit), NIFR HQ/REDCEN staff 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
- Active participation and designated as a CWT Coach through the SELRES CWT Coaching Program
- 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 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.



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Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil)