



## IS CAREER PATH SELECTED RESERVE (SELRES)



Intelligence Specialists (IS) assist in every phase of the planning, collection, processing, analysis, and dissemination of intelligence in support of all warfare domains, both ashore and afloat; prepare and present intelligence products; provide input to and receive data from organic and non-organic sources; maintain files, libraries, and databases.				
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	TYPICAL CAREER PATH DEVELOPMENT
20-30	ISCM	19.2 Yrs	CSEL, CWO	Billet: NIFR HQ Staff, NIFR REDCEN CSEL/Staff, Priority Unit SEL Duty: NIFR HQ/REDCEN, Major Command, COCOM, NAVIFORES Qualification: 8SEA, Warfare
16-20	ISCM ISCS	19.2 Yrs 16.4 Yrs	CSEL, CWO	Billet: NIFR HQ Staff, NIFR REDCEN Staff, Priority/Large Unit SEL Duty: Priority/Large Unit, Major Command, REDCEN, NAVIFORES. Qualification: 8SEA, Warfare
12-16	ISCS ISC	16.4 Yrs 12.2 Yrs	DCO, LCO, CWO	Billet: Priority/Large/Medium/Small Unit SEL, Div/Dept LCPO, Intelligence Supervisor, Production Chief, Senior Intelligence Analyst Duty: IW Units-Small/Medium/Large/Priority Unit, Independent Duty IS. Qualification: CPO-LDC, FIWO, Warfare
8-12	ISC IS1	12.2 Yrs 7.8 Yrs	DCO, LDO	Billet: Analyst, Planner, Targeteer, Collector, LPO, DIV/DEPT LCPO Duty: IW Units- Fleet, Joint, CCMD, Expeditionary, NSW, Independent Duty IS Qualification: K37A, K39A, K40A, FIWA, Warfare
4-8	IS1 IS2	7.8 Yrs 3.8 Yrs	DCO, Naval Academy	Billet: Analyst, Planner, Targeteer, Collector, LPO, ALPO Duty: IW Units- Fleet, Joint, CCMD, Expeditionary, NSW, Independent Duty IS Qualification: K070, K10A, K23A, K27A, K36A, Warfare
2-4	IS2 IS3	3.8 Yrs 30 Months	DCO, Naval Academy	Billet: Analyst Duty: IW Units- Fleet, ONI, Joint Qualification: K070, K10A, K23A, K36A
1+/-	ISSN ISSA Accession Training	18 Months 9 Months	Naval Academy	Automatic advancement to IS3 is permitted. Member must complete IS 'A' school and maintain TS/SCI clearance eligibility. Ref: BUPERSINST 1430.16G

### Notes:

1. "A" School required.
2. Opportunities to diversify one's career within the IS rating include nationwide and overseas opportunities. Primary focus is placement within Information Warfare (RPC-17) units, however independent duty is also available.



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3. Completion of DOD, Joint, Other Service, Inter-Agency, Intelligence Community (IC), or college-level specialized intelligence-related training, education, certification or qualifications merit special consideration.

4. Shanower Intelligence Specialist of the Year, RADM Edwin T Layton Leadership Award, VADM Rufus Taylor Award for Instruction recipients should be considered in a similar way to Sailors of the Year. These awards are a recognition of excellence in performance of intelligence tradecraft and recipients are considered through a board process akin to Sailor of the Year by a panel of Senior Intelligence Officers and IS Senior Enlisted Community Leadership.

5. IS NECs include:

Accession Level Rating NEC (not alone indicative of fully qualified):

K070	Intelligence Specialist (IS) "A" School
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Basic Level Rating NECs:(Fully qualified candidates will have one or more basic NECs)

K10A	Geospatial Intelligence (GEOINT) Analyst
K23A	Strike Warfare Intelligence Analyst
K36A	Operational Intelligence (OPINTEL) Analyst

Advanced Analysis & Strike NECs (Fully qualified candidates may have one or more advanced NECs, however these qualifications are not required for selection to CPO, SCPO, or MCPO):

K27A	Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst
K37A	Cyber Threat Intelligence Analyst (CTIA)

Advanced Targeting NECs (Fully qualified candidates may have one or more advanced NECs, however these qualifications are not required for selection to CPO, SCPO, or MCPO):

K38A	Joint Targeting School (JTS) Graduate
K39A	Target Development Analyst
K40A	U.S. Navy (USN) Targeting Specialist

Advanced HUMINT NECs (Fully qualified candidates may have one or more advanced NECs, however these qualifications are not requirements for selection to CPO, SCPO, or MCPO):

K13A	Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist
K41A	Independent Duty Intelligence Specialist (IDIS)*
K50A	Special Operations Forces (SOF) Intelligence, Surveillance, and Reconnaissance (ISR) Tactical Controller (ITC)*
843A	Navy Debriefer
844A	Defense Strategic Debriefer (DSD)
845A	Defense Interrogator
846A	Military Source Operations (MSO) Specialist
847A	Advanced Military Source Operations (MSO) Specialist
848A	CI/HUMINT Cyber Specialist
849A	Operational Support Specialist
850A	Advance Operational Support Specialist
851A	Defense Counterintelligence (CI) Agent
852A	Advance Counterintelligence (CI) Collection Specialist

\*Not typically available to SELRES IS Sailors, but may be earned on active duty

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.



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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.

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.**

**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 CPO have met many or all of the following milestones:

- Leadership, technical and mission impact during active service rate-specific mobilization or long-term orders in support of fleet, joint, or special operations.
- Leadership as an LPO, ALPO, Mission Supervisor/Manager or PQS/Watch Qualification Trainer with documented mission and subordinate development impact.
- Completion of major technical qualifications such as Fleet Intelligence Watch Officer (FIWO)/Fleet Intelligence Watch Assistant (FIWA) or other significant mission, command, and rate specific PQS/JQR qualifications.
- Completion of technical certifications such as GEOINT Professional Certification (GPC) Proficiency Levels (PL) I-IV or Intelligence Fundamentals Proficiency Certification (IFPC).
- 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 in the First Class Petty Officer Association (FCPOA) with strong involvement and documented impact, or major command collateral leadership contributions.
- Warfare qualification (See Note 7).

### **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:

- Leadership, technical and mission impact during active service rate-specific mobilization or long-term orders in support of fleet, joint, or special operations
- Leadership as a Unit SEL (small/medium/large) or Division/ Department LCPO (large unit) with documented mission and subordinate development impact
- Demonstrated subordinate technical development and mission readiness via completion of major technical qualifications such as FIWO/ FIWA or other significant mission, command, and rate specific PQS/JQR qualifications, and GPC PL I-IV, IFPC, or Navy credentialing programs
- Participation in NIFR IW initiatives at the local, REDCEN, and HQ level, e.g., NIFR EPD instructor/facilitator, SEL JQR facilitator/administrator/board member, MAP-R Board Membership, etc.
- Served as ELD facilitator and/or significant impact to subordinate ELD qualifications



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- 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 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.
- Consistent CPO Mess involvement during CPO Initiation (CPOI), Sailor 360, CPO Association (CPOA), and Mess training. Performance as CPOI Season Chair, Committee Lead, and CPOA Executive Officer positions are particularly impactful and noteworthy.
- Warfare qualification (See Note 7)

### **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, technical and mission impact during active service rate-specific mobilization or long-term orders in support of fleet, joint, or special operations
- Leadership as a Unit SEL (large/priority unit) or NIFR HQ/REDCEN staff with documented mission and subordinate development impact.
- Demonstrated subordinate technical development and mission readiness via completion of major technical qualifications such as FIWO/ FIWA or other significant mission, command, and rate specific PQS/JQR qualifications, and GPC PL I-IV, IFPC, or Navy credentialing programs.
- Demonstrated rating SME in community engagements through participation in IW community and/or fleet conferences, Occupational Standards (OCCSTDS), Rating Strategy Council, JQR/PQS Working Groups, Operational Planning Teams, etc. and/or selection as CNIFR Rating Advisor.
- Participation in NIFR IW initiatives at the local, REDCEN, and HQ level, e.g., NIFR EPD instructor/facilitator, SEL JQR facilitator/administrator/board member, MAP-R Board Membership, SEL Apply Board, etc.
- Served as ELD Facilitator and/or significant impact to subordinate ELD completion.
- 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 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.
- 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.
- Warfare qualification (See Note 7).

### **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)