



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	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	CWO	Billet: NIFR HQ Staff, NIFR REDCEN Staff, Priority/Large Unit SEL Duty: Large Unit, Major Command, REDCEN, NAVIFORES. Qualification: 8SEA, Warfare
12-16	ISCS ISC	16.4 Yrs 12.2 Yrs	DCO, LDO, CWO	Billet: Large/Medium/Small Unit SEL, Div/Dept LCPO, Intelligence Supervisor, Production Chief, Senior Intelligence Analyst Duty: IWC Units- Small/ Medium/ Large Unit, Independent Duty IS. Qualification: CPO-LDC, FIWO, Warfare
8-12	ISC IS1	12.2 Yrs 7.8 Yrs	DCO, LDO	Billet: Analyst, Planner, Targeter, Collector, LPO, DIV/DEPT LCPO Duty: IWC 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, LDO	Billet: Analyst, Planner, Targeter, Collector, ALPO Duty: IWC Units- Fleet, Joint, CCMD, Expeditionary, NSW, Independent Duty IS Qualification: K070, K23A, K27A, K36A, Warfare
2-4	IS2 IS3	3.8 Yrs 30 Months	USNA	Billet: Analyst Duty: IWC Units- Fleet, ONI, Joint Qualification: K070, K10A
1+/-	ISSN ISSA Accession Training	18 Months 9 Months	USNA	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. IS's must maintain a valid adjudicated TS/SCI security clearance.
3. Opportunities to diversify one's RC career within the IS rating include nationwide and overseas opportunities. Primary focus is placement within Information Warfare Community (RPC-17) Units, however independent duty is also available.



**IS CAREER PATH
SELECTED RESERVE (SELRES)**



4. Rating NECs:

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

K070 Intelligence Specialist (IS) "A" School

Basic Level Rating NECs:

K10A Geospatial-Imagery Interpreter

K23A Strike Warfare Intelligence Analyst

K36A Operational Intelligence (OPINTEL) Analyst

Advanced Analysis & Strike NECs (best qualified candidates may have one or more advanced NECs, however these qualifications are not requirements 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 (best qualified candidates may have one or more advanced NECs, however these qualifications are not requirements 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 (best 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

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

5. NIFR Enlisted Professional Development (EPD) courses are considered noteworthy professional development milestones:

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.

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



**IS CAREER PATH
SELECTED RESERVE (SELRES)**



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, 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 FIWO/ 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)
- Warfare qualification (See Note 6)
- 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
- 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
- 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:

- 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 Division/ Department LCPO (large unit) or Unit SEL (small/medium/large) 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 IWC 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 qualifications
- 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, CPOA, and Mess training. Performance as CPOI Season Chair, Committee Lead, and CPOA Executive Officer positions are particularly impactful and noteworthy
- Diversity in billet or platform assignment
- Warfare qualification (See Note 6)
- Graduate of the CPO Leader Development Course.



**IS CAREER PATH
SELECTED RESERVE (SELRES)**



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, 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), 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, OCCSTDs, AERR, Rating Strategy Council, JQR/PQS Working Groups, Operational Planning Teams, etc. and/or selection as CNIFR Rating Advisor
- 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
- Diversity in billet or platform assignment
- Warfare qualification (See Note 6)
- 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=10888)

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