



**IS CAREER PATH
(IW/SW/AW/EXW)**



Intelligence Specialists (IS). Military information, particularly classified information about enemies or potential enemies is called “intelligence.” ISs analyze information to determine its usefulness in military planning. They prepare materials that describe in detail the features of strategic and tactical areas worldwide to provide timely and relevant intelligence to Strategic, Operational and Tactical level decision-makers, supporting Navy, Joint, and or coalition missions.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ISCM	24.2 Yrs	CSEL	48	4 th Shore Tour Billet: CSEL/SEA/DLCPO/ECM/DET, FLT/FORCE/TYCOM RATING LEAD Duty: National Agency, OPNAV, FFC, ISIC, Numbered FLT MOC/MIOC, Training Staff, TYCOM, SOCOM and NSW and NECC Cmds Qualifications: IW/SW/AW/EXW/SEA
23-26	ISCM ISCS	24.2 Yrs 19	CSEL	36	4 th Sea Tour Billet: CSEL/DLCPO. Duty: CSG 4/15, FLT Staff, NEIC, CVN/LHD, JSOC, DEVGRU, NSWTACDEVRON, SOCOM and NSW Cmds, NECC and Expeditionary Cmds. Qualifications: IW/ SW/AW/EXW/SEA
20-23	ISCM ISCS ISC	24.2 Yrs 19 13.2	CSEL,CWO	48	3 rd Shore Tour Billet: CSEL/SEA/DLCPO/LCPO/ ECM/Detailer/ISIC/INST/Trainin g MGR, FLT/FORCE/TYCOM RATING LEAD, CI Support Officer (CISO) or CI Agent Duty: JIOC/JOC, NIOC, MIOC/MOC, TYCOM, COCOM, Training Staff, OPNAV, National Agencies, Numbered FLT MOC/MIOC, Cyber Teams, Attaché, SOCOM and NSW Cmds, NCIS, BCME, BUPERS/NPC, NECC and Expeditionary Groups (EOD, NMCB & Maritime Security), Warfighting Development Centers, Task Force Staff Qualifications: Warfare Qualifications, MTS, ATS, SEA,



**IS CAREER PATH
(IW/SW/AW/EXW)**



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16-20	ISCS ISC IS1	19 Yrs 13.2 7.5	CSEL, CWO, OCS, MECP	36	3 rd Sea Tour Billet: SEA/DLCPO/LCPO/LPO/ IDIS Duty: CVN, LHD, DDG/CG, SQDN, FID, CSG 4/15, PHIBRON, NEIC, JSOC, DEVGRU, NSWTACDEVRON, SOCOM and NSW Cmds. Qualifications: IW/SW/AW/EXW/ATS
12-16	ISCS ISC IS1	19 Yrs 13.2 7.5	CWO, OCS, MECP	48	2 nd Shore Tour Billet: DLCPO/LPO/WCS/INST/CI Support Officer (CISO) or CI Agent Duty: SEL/DLCPO/LCPO/ECM/ Detailer/ISIC/INST/TRN MGR/ Duty: JIOC/JOC, NIOC, IWTG MIOC/MOC, TYCOM, COCOM, National Agencies, NUMBERED FLT, Training Staff, OPNAV, Cyber Teams, Attaché, SOCOM and NSW Cmds, NCIS, BCME, Bupers/NPC, NECC and Expeditionary Groups/Cmds, (EOD, NMCB & Maritime Security) Warfighting Development Centers, Task Force Staff, Expeditionary Training and Evaluation Unit. Qualifications: IW, Various Watch quals, MTS, ATS
8-12	ISC IS1 IS2	13.2 Yrs 7.5 3.9	OCS, MECP	36	2 nd Sea Tour/2 nd Shore Tour Billet: LCPO/LPO/IDIS/WCS Duty: CVN, LHD, DDG/CG, SQDN, FID, CSG/ESG Staff, NEIC, JSOC, DEVGRU, NSWTACDEVRON and NSW Cmds, NECC and Expeditionary Groups/Cmds, (EOD, NMCB & Maritime Security) Expeditionary Warfighting Development Center, Task Force Staff, Expeditionary Training and Evaluation Unit. Qualifications: IW/SW/AW/EXW



**IS CAREER PATH
(IW/SW/AW/EXW)**



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4-8	IS1 IS2 IS3	7.5 Yrs 3.6 1.9	MAGTF CI/HUMINT Training, STA-21, OCS, MECP	36	1 st Shore Tour/1 st Sea Tour Billet: Operational Intelligence, Strike or Imagery Analyst; IS-K13A CI/HUMINT Analyst Duty: (Shore) Joint COCOM JIC/JAC/JIOC, Numbered FLT MOC/MIOC, ONI, Instructor, IWTG (Sea) CVN, LHD/LHA, VFA or VQ, FID DC or FID Fallon; Expeditionary (EOD, NMCB, Maritime Security); NSW commands (NSWG 1, NSWG 2, SRT, DEVGRU); CI/HUMINT (CI Support Officer (CISO) or CI Agent) Qualification: IW/SW/AW/EXW, MTS, ATS IS-K10A: GEOINT Professional Certification – Imagery Analyst (GPC-IA),
1-4	IS2 IS3	3.6 Yrs 1.7	MAGTF CI/HUMINT Training, Naval Academy, NROTC, STA-21	36	1 st Sea Tour/1 st Shore Tour Billet: Operational Intelligence, Strike or Imagery Analyst. Duty: (Sea) CVN, LHD/LHA, VFA or VQ, FID DC or FID Fallon; Expeditionary (EOD, NMCB, Maritime Security); NSW commands (NSWG 1, NSWG 2, Special Screening Programs) (Shore) Joint COCOM JIC/JAC/JIOC, Numbered FLT MOC/MIOC, ONI Qualifications: IW/SW/AW/EXW
1+/-	SEAMAN Accession Training	9 Months			Recruit Training and all schools or training events are required to be completed prior to reporting to their first operational command

Notes:

1. "A" School required.
2. IS's must maintain a valid adjudicated TS/SCI security clearance.
3. The IS rating does not have closed loop NECs, but does develop a Sailor along distinct NEC paths across a career continuum of training within an apprentice-journeyman-master level framework. The



IS CAREER PATH (IW/SW/AW/EXW)



identified NEC paths for an apprentice will be Operational Intelligence (OPINTEL) or Geographic Intelligence/Strike (GEOINT/Strike). There are other NEC paths that IS' from these two main paths may off-ramp to.

- a. K13A Counterintelligence/Human Intelligence: K13A is highly specialized and IS' that off-ramp onto this path will typically do so at the IS2 or IS1 rank following required special program screenings and stay on this path until they are promoted to ISCS or ISCM
 - b. K37A Cyber Threat Intelligence Analyst: K37A may be an off-ramp opportunity for one to two tours during an IS' career and they will subsequently rejoin their previous main NEC path following a tour at a cyber command. In fact, the best and fully qualified are sought out to remain within cyber organizations to lead innovation and important national tasking.
4. Typical sea/shore Flow for the IS Rating is 36/36 for first Sea/Shore tour, and 36/48 for second tour and beyond. In accordance with MPM 1360-101 (Enlisted Assignment System), equitable distribution across activities and personnel inventory may not always respect established sea/shore flow in order to ensure Sailors are assigned within their respective NEC paths to facilitate their professional development and specialization within the rating while also meeting operational requirements. Specific NECs including K10A, K13A, K23A (and related NECs), K27A & K37A have limited opportunities at sea in the ranks of E6-E9. Back-to-back shore in these NECs and ranks should NOT be viewed negatively as the rating must grow mastery level Intelligence Specialists within their respective NEC paths.
 5. NSW and Joint SOF Command tours begin at 48 months and can be extended to 60 and beyond. Proven performance during NSW and Joint SOF tours builds credibility with commands. Retours and/or back-to-back tours should not be viewed negatively. In-fact the best and fully qualified are sought out to remain within these organizations to lead the formations at the arduous sea duty assignments.
 6. The IS rating supports missions across every warfighting discipline. This affords Sailors multiple opportunities to fill challenging and enhancing assignments where they lead Sailors, while also developing technical skills that support professional and technical development. The following assignments are NOT listed in priority order and should ALL be given the consideration noted herein:
 - a. Traditional sea duty tours. The successful completion of a challenging department or division leadership role (LPO/LCPO) afloat is essential in developing the technical and leadership skills sought in senior enlisted IS'.
 - b. Independent Duty Intelligence Specialist (IDIS). The IDIS role is unique as the designated Intelligence Officer for the unit and is one of the most challenging opportunities in our rating. Special consideration should be given to those who perform competitively within these assignments.
 - c. Joint Special Operations Command (JSOC), Naval Special Warfare Development Group (DEVGRU), Special Reconnaissance Team (SRT), and Naval Expeditionary Intelligence Command (NEIC) require additional candidacy screenings prior to assignment and are all considered challenging and career-enhancing tours.
 - d. Numbered Fleet Staff and MOC/MIOC, afloat Carrier Strike Groups (CSG), Amphibious Squadron Staff (PHIBRON), and Expeditionary Staffs push are essential to implementing commander's intent into intelligence planning and the execution of intelligence operations afloat. Qualification as a Flag or Fleet Intelligence Watch Officer (FIWO) is the highest level of demonstrated operational technical proficiency for SUPPLOT, EXPLOT, or Numbered Fleet MOC/MIOC, and merit special consideration.
 - e. IS' performing in Counterintelligence/Human Intelligence NEC (K13A) billets are executing some of the most specialized work within the rating. Commands may include but are not limited to Naval Criminal Investigative Service (NCIS) and Brooks Center for Maritime Engagement (BCME), Numbered Fleet Staff and Tactical Special Operations Centers (TSOC). IS' performing competitively in these billets should be given special consideration.



IS CAREER PATH (IW/SW/AW/EXW)



7. Cyber billets contain a unique perspective of analytic skills for IS's who serve in Cyber Mission Force billets, COCOM Cyberspace Operations Integrated Planning Element (COIPE), CYBERCOM, COMTENTHFLT staff. Those assigned at staff level should qualify in the MOC/JOC watch or as applicable and have documented impact to the mission. At the team level, National Mission Team (NMT), Combat Mission Team (CMT) or Cyber Protection Team (CPT), ISs should have documented support to the teams in an analytic capacity as a Joint Targeting Analyst (JTA) or All Source Analyst (ASA). ASAs perform analysis of multi-disciplined cyber threat information across the government and Intelligence Community (IC) to support Offensive and Defensive Cyberspace operations. Provides Indications and Warnings for cyberspace threats. Conducts Hunt Forward Operation in support of Defensive Cyber Operations. Provides intelligence support to assess networks for potential threats and Critical Vulnerability Exploits. Provides intelligence support to counter potential Malicious Cyber Actors/Advanced Persistent Threats. JTAs conducts joint target development in accordance with the joint targeting cycle to enable offensive cyberspace effects operations. Conducts all-source collection management functions in support of requests for information and intelligence gaps to support OCO/DCO operations. Provides intelligence support to mission package development.
8. Shore duty composes approximately 57% of the IS rate and allows multiple opportunities to fill career-enhancing, challenging assignments. Shore duty at large shore-based intelligence operations centers often affords the IS opportunities for professional development in the areas of leadership and technical analytic competency. These various shore duty opportunities provide insight into intelligence planning, management, budgeting, manpower and the execution of intelligence administration and operations.
 - a. Successful completion is defined by the member earning competitive performance marks on their evaluations
 - b. The successful completion of a challenging department or division leadership role (LPO/LCPO) at a Numbered Fleet MOC/MIOC, JIOC, JAC, or JOC is essential in developing the technical and leadership skills sought in senior enlisted ISs
 - c. Instructor duty
 - d. Navy Special Warfare (NSW) support billets
 - e. Expeditionary Warfare (EXW) support billets
 - f. Centers of excellence
 - g. Counter-Intelligence (CI) support billets
 - h. Cyber Mission Force (CMF) billets
9. Attaché duty is for Sailors who possess the ability to succeed in dynamic administrative environments and are able to advise their country's attaché on various diplomatic missions. These tours offer new perspective and opportunities. When considering Defense Attaché Office (DAO) in a Sailors career history, special consideration should be given to areas with extremely challenging geo-political environments or locations, to include the following in alphabetical order: Algeria, China (Beijing), Croatia (Zagreb), Egypt (Cairo), Finland (Helsinki), Gabon (Libreville), India, Israel (Jerusalem), Lithuania (Vilnius), Peru, Russia (Moscow), Senegal (Dakar), Sri Lanka (Colombo), Tanzania (Dar Es Salaam), Turkey (Ankara).
10. Special consideration should be given to IS' who demonstrate rating involvement through participation in important rating modernization functions, including Occupational Standards Review, PQS Development, Navy Tactical Techniques and Procedures(NTTP) revisions, Naval Warfare Publication (NWP) revisions, Joint Publication revisions, Advancement Exam Readiness Review (AERR), Course Curriculum Development and Training Readiness Reviews (TRR).
11. All IS' are expected to maintain technical expertise, while expanding rating knowledge. Fully qualified Sailors will be able to show a dynamic progression throughout their career by displaying success in challenging assignments commensurate with their paygrade. Successfully completing a tour at a command that possess a large summary group, especially where there is opportunity to lead peers and develop juniors, is not required. Sailors, who of their own imitative, pursue any available DOD, Joint, Other Service, Inter-Agency, Intelligence Community (IC), or college-level specialized intelligence-related training, education, certification or qualifications should be given special consideration.



IS CAREER PATH (IW/SW/AW/EXW)



12. 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.
13. Any DOD, Joint, Other Service, Inter-Agency, Intelligence Community (IC), or college-level specialized intelligence-related training, education, certification or qualifications should be given special consideration.
14. NEC's include:
 - K070 – Intelligence Specialist A School (NEC Activated in Oct 2019)
 - K10A – Geographic Intelligence (GEOINT) Analyst
 - K13A – Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist
 - K23A – Strike Warfare Intelligence Analyst
 - K27A – Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst
 - K36A – Operational Intelligence Analyst
 - K37A – Cyber Threat Intelligence Analyst
 - K38A – Joint Targeting School Graduate (tracking NEC)
 - K39A – Target Development Analyst (tracking NEC)
 - K40A – US Navy Targeting Specialist (tracking NEC)* Reference current NEOCS manual for any new or unique NECs for the IS rating.

Considerations for Advancement from E6 to E7

1. Sea Assignments (CVN, LHD, LHA SQDN, FID, LPD (IDIS), CG (IDIS), DDG (IDIS), Expeditionary (EOD, NMCB and Maritime Security), NSW support
 - NSW JOC Watch qualified, NSW NEC 854A (Combat Service Support)/837A (Combat Support), Tactical Operations Center (TOC) Intelligence Watch Officer. Qualified Intelligence Targeting Officer (ITO) NEC 785J, held by LPO/LCPO positions or analysts seeking those positions.
 - Should be qualified FIWO, Targeteer, Independent Duty Intelligence Specialist (Ship's Intelligence Officer), Collection Manager
 - Serving as a Joint Special Operations Task Force J2 or Deputy J2
 - Serving as Task Force/Task Group/Task Unit/Task Element N2
 - Serving as an independent duty liaison Officer with Inter Agency partners
2. Shore Assignments (all)
 - Personnel assigned to JIOCs, JACs ONI Centers, Numbered Fleet MOC/MIOCs, COCOMs, IS "A" School or "C" school instructors. Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification (CSG 4 and CSG 15). Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably.
 - MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
 - MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (e.g. Strike Fighter Weapons School) although have valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement
 - ATS is an Afloat Training Group Program. Personnel assigned to IWTG should qualify ATS if available at current command.
 - FIWO Qualification at Numbered FLT MOC/MIOC should be given special consideration
 - Should have served as LPO with measurable impact if not assigned an independent duty role
 - Cyber billets contain a unique perspective of OPINTEL for IS's who serve in Cyber Mission Force billets or 10th Fleet staff. Those assigned at staff level, should qualify as Fleet Intelligence Watch Officer, and break out as Directorate LPO when available by assignment. At the team level, National Mission Team (NMT), Cyber Mission Team (CMT) or Cyber Protection Team (CPT)/Combat Support



IS CAREER PATH (IW/SW/AW/EXW)



Team (CST), should be qualified as an All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Operational Target Development Analyst (OTDA)

- Personnel assigned to NCIS or BCME in CI Support Officer, CI Agent, Targeting, or Collector billets that answer CNO strategic level requirements with documented operational impact should be given special consideration
- BUPERS/NPC: Junior Detailer
- Personnel with K10A NEC's certifying as GEOINT Professional Certification: Geospatial Analyst (GPC-GA) and/or GEOINT Professional Certification/ Collections Manager (GPC-CM) should be given special consideration

K36A: Operational Intelligence Analyst E6 to E7 (NEC Activated in OCT 2019)

1. **Fully Qualified:** FULLY qualified if they have documented success in a leadership position, qualified and served in, a technical watch/analyst position that supports their commands mission and have documented success.

a. Qualifications:

- (1) FIWA
- (2) Independent Duty Intelligence Specialist (IDIS)
- (3) Intelligence Support to Naval Special Warfare PQS/JQR
- (4) FORMICA (when available by assignment)

2. **Best Qualified:** Meet all fully qualified requirements AND qualified above paygrade as a FIWO, or a watch position equivalent AND have documented success in a deployed or operational environment AND has documented impact to command and mission success with performance supporting their commands mission.

a. Documented Performance of Duty in the following constitute best qualified

- (1) FIWO/IWO or equivalent
- (2) JTF/TF -- J2/N2
- (3) All shipboard non-intel training team member qualifications considered outside the normal scope and exceptional qualifications
- (4) Joint Intelligence Center Watch Supervisor
- (5) Naval Special Warfare Senior Analyst (NEC 869A); Intelligence Targeting Officer (ITO) NEC 785J.
- (6) LPO
- (7) Master Training Specialist (when available by assignment)
- (8) Afloat Training Specialist (when available by assignment)
- (9)

K10A: Geospatial-Imagery Interpreter E6 to E7

1. **Fully Qualified:** Candidates are certified in GEOINT Professional Certification (GPC) – Fundamentals (GPC-F) and who have documented performance in leading an imagery work center on deployment or while assigned on a major command staff. Candidates supporting Naval Special Warfare (NSW) operational commands should complete NSW Full Motion Video (FMV) Production, Exploitation and Dissemination (PED) course and qualify NSW FMV JQR.

2. **Best qualified:** candidates meet the FULLY qualified standard for K10A and are certified in GPC – Imagery Analyst (GPC-IA) with documented impact to the command mission area AND have documented success in a deployed or operational environment with performance supporting their commands mission. Additionally, BEST-qualified candidates maximize command mission opportunities by qualifying outside the Geospatial-Imagery work center, i.e Intelligence Watch Officer qualification or other qualifications identifying their ability to fuse multiple intelligence disciplines into a cohesive intelligence picture.

K23A (and related Targeting NECs): Targeting Intelligence Analyst E6 to E7

1. K23A targeting analysts are considered certified and **fully-qualified** following Targeting Coordinate Mensuration (TCM) "C" School completion.



IS CAREER PATH (IW/SW/AW/EXW)



2. **Best-qualified** can be characterized by a Sailor who has documented performance in any combination of the following: documented completion of Joint Targeting School, target development, or target planning and operations.
3. K40A NEC currently contains the composite NECs K23A, K38A, and K39A. Sailors who possess the K40A NEC can be considered **fully and best-qualified** at any rank.
4. Note: K38A/K39A are not attainable at all sea/shore commands. Sailors with either or both of these NECs with documented performance should be considered **fully-qualified**.

K37A: Cyber Threat Intelligence Analyst E7 to E8

1. **Fully Qualified:** FULLY qualified if they have documented success in a leadership position, qualified and served in, a technical watch/analyst position that supports their commands mission and have documented success.
 - a. Documented performance of duty in one or more of the following positions:
 - (1) Cyber Threat Intelligence Analyst
 - (2) All Source Analyst
 - (3) Joint Targeting Analyst
 - (4) Cyber Operations Planner
 - (5) Collection Management
 - b. Documented performance worth special consideration in one or more of the following operational environments:
 - (1) Deployment with mission teams (IE. Hunt forward operations) Analytic support to cyberspace operations (IE. Joint Targeting, All Source Analysis, Collection Management, Cyber Planning)
 - (2) Documented coordination of intelligence support to cyberspace operations and post mission Analysis
 - (3) Documented coordination from headquarters staff to enable tactical cyber operations
2. **Best Qualified:** Candidates meet the FULLY qualified standard for K37A and have completed the Cyber Threat Intelligence Analysis Course (CTIAC) and have documented success in a deployed or supporting operational environment with performance impacting their command's mission. Additionally, BEST-qualified candidates maximize command mission opportunities by qualifying outside their work role: IE. Intelligence Watch Officer, Assistant Battle Watch Captain
 - a. Documented performance of duty in the following constitute best qualified:
 - (1) Operational Team Lead
 - (2) Subject Matter Expert in the intelligence analysis and/or coordination of cyber support to USCYBERCOM/CNMF/FLTCYBERCOM/JFHQ-C/CMF/NMT/NST/CMT/CST/CPT/COIPE
 - (3) Work Role Functional Manager

K13A: Tactical CI/HUMINT Collector E6 to E7

1. **Fully Qualified:** Documented success in a leadership position qualified and served in, a CI Agent/HUMINT Collector/CI Case Officer position that supports their commands mission and have documented success.
 - a. Qualifications: EXW, IW, Intelligence Support to Naval Special Warfare PQS or command equivalent (if applicable to assignment)
 - b. Documented performance worth special consideration in one or more of the following operational activities:
 - (1) CI Agent/HUMINT Collector/CI Case Officer deployment or documented operational impact
 - (2) CONUS CI/HUMINT Activities/Operations
 - (3) Support to Fleet Readiness Training Plan (FRTP) training and/or successful completion of training Exercises
 - (4) CI/HUMINT support to intelligence planning for NSW/NECC/Maritime/Strategic operations
 - (5) Documented operational impact with Interagency and DoD Joint/Combined entities
1. **Best Qualified:** Meet all fully-qualified requirements AND have documented success in a deployed or operational environment AND has documented impact to command and mission success with performance supporting their commands mission.



IS CAREER PATH (IW/SW/AW/EXW)



- a. Documented Performance of Duty in the following constitute Best Qualified
- (1) LPO
 - (2) Joint Counterintelligence Training Academy (JCITA) and HUMINT Training Joint Center of Excellence training (HT-JCOE) (if available by assignment)
 - (3) Master Training Specialist (when available)
 - (4) Course Supervisor (if applicable)
 - (5) Deployment as a Task Unit/Group/Force N2X
 - (6) Conducts Offensive Counterintelligence Operations ISO Fleet and Combatant Command Requirements

Considerations for Advancement from E7 to E8

1. Sea Assignments (CVN, LHD, LHA, LPD, CG, DDG (IDIS), Expeditionary (EOD, NMCB, and Maritime Security), NSW support, Tactical Operations Center (TOC) Intel Watch Officer.

- Intelligence qualified FIWO, FIWA, Targeteer, Intelligence Officer, Collection Manager
- Technical acumen/proficiency should weigh heavily, as technical expertise is crucial to warfighting
- Should have served as Div/Dept LCPO if not assigned to an independent duty role
- Serving as a Joint Special Operations Task Force J2 or Deputy J2
- Serving as Task Force/Task Group/Task Unit/Task Element N2
- Serving as an independent duty liaison Officer with Inter Agency partners

2. Shore Assignments (all)

- Personnel assigned to JIOCs, JACs ONI Centers, Numbered Fleet MOC/MIOCs, COCOMs, IS “A” School or “C” school instructors. Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification (CSG 4 and CSG 15). Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably.
- Members serving at Warfighting Development Centers developing doctrine and training in advanced tactics, techniques, and procedures across assigned combat mission areas
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
 - MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (ATG/CRG/etc.) although have valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement
 - ATS is an Afloat Training Group Program. Personnel assigned to ATG should qualify ATS if available at current command.
- Defense Attaché, Recruit Division Commander, and Recruiting are carefully screened billets. Special program availability is at the discretion of the detailer/ECM and based on rating health.
- Command Collaterals with documented impact
- Sailor 360 management
- CPOA involvement in leadership position/CPO Initiation Overall Lead or Team Lead
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Assistant Battle Watch Commander, and break out as Division or Directorate LCPO if available by assignment. At the team level, NMT, CMT or CPT/CST, should be qualified as Lead All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Lead Operational Target Development Analyst (OTDA)
- Leading their Task Forces as the Training, Readiness, and Exercise Manager (TRES) is highly encouraged
- Personnel assigned to NCIS or BCME in CI Support Officer, CI Agent, Targeting, or Collector billets that answer CNO strategic level requirements with documented operational impact should be given special consideration
- BUPERS/NPC: Rating Evaluator
- Personnel with K10A NEC's certifying as GEOINT Professional Certification: Geospatial Analyst (GPC-GA) and/or GEOINT Professional Certification/ Collections Manager (GPC-CM) should be given special consideration



IS CAREER PATH (IW/SW/AW/EXW)



K36A: Operational Intelligence Analyst E7 to E8 (NEC Activated in OCT 2019)

1. **Fully Qualified:** FULLY qualified if they have documented success in a leadership position, qualified and served in, a technical watch/analyst position that supports their commands mission and have documented success.

a. Qualifications:

- (1) FIWO/IWO or equivalent
- (2) Independent Duty Intelligence Specialists
- (3) OOD I/P
- (4) CDO/SDO (when applicable)
- (5) Combat Systems Training Team Leader / Exercise Initiator / Evaluator
- (6) Intelligence Support to Naval Special Warfare PQS/JQR
- (7) FORMICA (when applicable)

2. **Best qualified:** Meet all fully qualified requirements AND qualified above paygrade as a FIWO, or a watch position equivalent AND have documented success in a deployed or operational environment AND has documented impact to command and mission success with performance supporting their commands mission.

a. Documented Performance of Duty in the following constitute best qualified.

- (1) JTF/TF -- J2/N2
- (2) All Shipboard non-intel training team leader / exercise initiator/ evaluator qualifications are considered outside the normal scope and exceptional qualifications
- (3) All shipboard Combat Information Center qualifications are considered outside the normal scope and exceptional qualifications for Independent Duty Intelligence Specialists
- (4) Shipboard Qualifications (ATTWO I/P, Duty Section Leader)
- (5) Master Training Specialist (when applicable)
- (6) Naval Special Warfare Senior Analyst (NEC 869A)
- (7) Senior Enlisted Watch-bill Coordinator
- (8) LCPO
- (9) Participation in Rating health working groups i.e....OCCSTDs, TRRs, PQS, JDTAs

K10A: Geospatial-Imagery Interpreter E7 to E8

1. **Fully Qualified:** Qualified candidates are certified in GPC-IA and have documented performance in fusing imagery intelligence into a holistic intelligence operational picture.

2. **Best Qualified:** Candidates meet the FULLY qualified standard for K10A and are certified in GPC – Geospatial Analyst (GPC-GA-II) or GEOINT Collections (GPC-GC-II) with documented impact to the command mission area AND documented success in a deployed or operational environment with performance supporting their commands mission. Additionally, candidates should advance tradecraft development through testing, evaluation, and integration of new technologies.

K23A (and related Targeting NECs): Targeting Intelligence Analyst E7 to E8

1. K23A targeting analysts are considered certified and **fully-qualified** following Targeting Coordinate Mensuration (TCM) “C” School completion.

2. **Best-qualified** can be characterized by a Sailor who has documented performance in any combination of the following: documented completion of Joint Targeting School, target development, or target planning and operations.

3. K40A NEC currently contains the composite NECs K23A, K38A, and K39A. Sailors who possess the K40A NEC can be considered **fully and best-qualified** at any rank.

4. Note: K38A/K39A are not attainable at all sea/shore commands. Sailors with either or both of these NECs with documented performance should be considered **fully-qualified**.



IS CAREER PATH (IW/SW/AW/EXW)



K37A: Cyber Threat Intelligence Analyst E7 to E8

1. **Fully Qualified:** FULLY qualified if they have documented success in a leadership position, qualified and served in, a technical watch/analyst position that supports their commands mission and have documented success.

a. Documented performance of duty in one or more of the following positions:

- (1) Cyber Threat Intelligence Analyst
- (2) All Source Analyst
- (3) Joint Targeting Analyst
- (4) Cyber Operations Planner
- (5) Collection Management

b. Documented performance worth special consideration in one or more of the following operational environments:

- (1) Deployment with mission teams (IE. Hunt forward operations)
- (2) Analytic support to cyberspace operations (IE. Joint Targeting, All Source Analysis, Collection Management, Cyber Planning)
- (3) Documented coordination of intelligence support to cyberspace operations and post mission analysis
- (4) Documented coordination from headquarters staff to enable tactical cyber operations

2. **Best Qualified:** Candidates meet the FULLY qualified standard for K37A and have completed the Cyber Threat Intelligence Analysis Course (CTIAC) and have documented success in a deployed or supporting operational environment with performance impacting their command's mission. Additionally, BEST-qualified candidates maximize command mission opportunities by qualifying outside their work role: IE. Intelligence Watch Officer, Assistant Battle Watch Captain

a. Documented performance of duty in the following constitute best qualified:

- (1) Operational Team Lead
- (2) Subject Matter Expert in the intelligence analysis and/or coordination of cyber support to USCYBERCOM/CNMF/FLTCYBERCOM/JFHQ-C/CMF/NMT/NST/CMT/CST/CPT/COIPE
- (3) Work Role Functional Manager

K13A: Tactical CI/HUMINT Collector E7 to E8

1. **Fully Qualified:** Documented success in a leadership position qualified and served in, a technical watch/analyst position that supports their commands mission and have documented success.

a. Documented performance given special consideration in the following operational environments:

- (1) Support/Evaluator to FRTP training and/or successful completion of FRTP training Exercises
- (2) Support to intelligence planning for NSW/ Maritime operations
- (3) CI/HUMINT support CONUS/OCONUS
- (4) Development of and support to Fleet and Combatant Command strategic requirements

2. **Best Qualified:** Meet all fully qualified requirements AND have documented success in a deployed or operational environment AND has documented impact to command and mission success with performance supporting their commands mission.

a. Documented performance of duty in the following constitute best qualified

- (1) DIV/DEPT LCPO
- (2) Manage CI/HUMINT Operations of deployed forces
- (3) TREX Manager (if applicable)
- (5) Completed CIHOC/JCHMC
- (6) Master Training Specialist (when available)

Considerations for advancement from E8 to E9

1. Sea Assignments (CVN, LHD, LHA, LPD, CG, DDG (IDIS), NSW support and Expeditionary (EOD. NMCB, and Maritime Security), CSG 4/15

- Serving as or previously served as Dept/Div LCPO when available



IS CAREER PATH (IW/SW/AW/EXW)



- Intelligence qualified FIWO, Targeteer, Intelligence Officer, Tactical Operations Center (TOC) Intel Watch Officer
- Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification, especially CSG 4 and CSG 15.
- Technical acumen/proficiency should weigh heavily, as technical expertise is crucial to warfighting
- Serving as a Joint Special Operations Task Force J2 SEA or J2
- Serving as Task Force/Task Group/Task Unit/Task Element SEA or N2, Intelligence Targeting Officer (ITO) NEC 785J.

2. Shore Assignments (all)

- Serving as the CSEL or Dept LCPO at a major Navy, Numbered FLT MOC/MIOC, Joint command, or National Agency. Served in an IS Rating Specialist tours (Detailing, ECM, Placement Coordinator, Rating Evaluator etc.) FIWO Qualification at Numbered FLT MOC/MIOC should be given special consideration.
- Personnel assigned to JIOCs, JACs ONI Centers, Numbered Fleet MOC/MIOCs, COCOMs, IS “A” School or “C” school instructors. Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification (CSG 4 and CSG 15). Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably.
- Assignment as the Numbered Fleet, TYCOM, or Force rating lead
- Personnel assigned to ISIC, OPNAV, NPC, IS “A”, “C”, and/or “F” schools in leadership positions
- Cyber billets contain a unique perspective of OPINTEL for IS’s. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer (FIWO) and serve as the Directorate/Department LCPO. Qualify All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) through formal schooling, and demonstrate technical proficiency via command/mission impact. Demonstrate leadership of dynamic collection efforts across multiple teams
- Personnel assigned to NCIS or BCME in CI Support Officer or CI Agent billets answering CNO strategic level requirements