Information Systems Technician (IT). Reserve ITs perform core and specialty functions of communications operations, message processing, end-user support, network and server administration, cybersecurity. They establish, monitor, and maintain Radio Frequency (RF) communications systems; perform spectrum management within an area of responsibility; handle, store, and retrieve incoming and outgoing messages; ensure the proper security, handling, accounting, reporting, and control of Communications Security (COMSEC) assets; and perform maintenance, training, and management of unit-level information systems across platforms, fleets, and services.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	TYPICAL CAREER PATH DEVELOPMENT
26-30	ITCM	20.6 Yrs.	CSEL	Billet: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Priority Unit SEL Duty: NIFR HQ/ REDCEN, Major Command, COCOM Qualification: 8SEA
23-26	ITCM ITCS	20.6 Yrs. 18.1	CSEL	Billet: NIFR HQ Staff, NIFR REDCEN SEL/Staff, Priority/Large Unit SEL Duty: NIFR HQ/ REDCEN, IW Unit Qualification: 8SEA
20-23	ITCM ITCS ITC	20.6 Yrs. 18.1 13.9	CSEL	Billet: Medium/Large Unit SEL, Rating Advisor, REDCEN Staff, DLCPO/LPO Duty: NIFR HQ/ REDCEN, IW Unit Qualification: 8SEA, Unit Specific Watch Qual, Warfare
16-20	ITCS ITC IT1	18.1 Yrs. 13.9 8.9	CWO, CSEL	Billet: Small/Medium Unit SEL/LPO, Dept LCPO/LPO, SYSADMIN, Security Manager, CMF/CPT Duty: NIFR HQ/ REDCEN, IW Unit, Independent Duty Qualification: 746A, 741A, 742A, 8SEA, Unit Specific Watch Qual, Warfare
12-16	ITC IT1	13.9 Yrs. 8.9	OCS, LDO, CWO	Billet: Small Unit SEL/LPO, DLCPO/LPO, SYSADMIN, Security Manager, CMF/CPT Duty: NIFR HQ/ REDCEN, IW Unit, Independent Duty Qualification: 746A, 741A, 742A, Unit Specific Watch Qual, Warfare
8-12	IT1 IT2	8.9 Yrs. 4.5	STA-21, OCS, LDO	Billet: Div/Dept LPO, SYSADMIN, Security Manager, CMF/CPT Duty: IW Unit, Independent Duty Qualification: 746A, 741A, 742A, Unit Specific Watch Qual, Warfare
4-8	IT2 IT3	4.5 Yrs. 2.9	STA-21, OCS, Naval Academy	Billet: Div LPO, SYSADMIN, Help Desk Supervisor, Help Desk Operator Duty: IW Unit, Independent Duty Qualification: 745A, 746A, Unit Specific Watch Qual, Warfare

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	TYPICAL CAREER PATH DEVELOPMENT
1-4	IT3	30 Months	STA-21, OCS, Naval Academy	Billet: Help Desk Operator, SYSADMIN Duty: IW Unit, Independent Duty Qualification: 745A, 746A, Unit Specific Watch Qual
1+/-	ITSN ITSA Accession Training	18 Months 9 Months		Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command. Qualification: 745A

Notes:

1. "A" School (NEC 745A) is required under most circumstances. Exceptions are considered on a case-by-case basis and usually reserved for qualified PRISE-R or other qualifying program members. IT "C" School (NEC 746A) is a highly valuable skillset for this rating.

2. The IT community is broadly distributed throughout RESFOR and therefore not all ITs are members of an Information Warfare (RPC 17) unit. Most ITs are Individually Assigned with non-RPC 17 units.

3. Rating NECs as defined by NEOCS Volume II, Navy Enlisted Classifications. While not intended to be an exhaustive list, the below NECs are common for SELRES ITs.

    H08A   Advanced Network Analyst (ANA) (See NEC Note 2)
    H33A   Cyber Network Defense Infrastructure Specialist (CNDIS) (See NEC Note 3)
    738A   Global Command and Control System-Maritime (GCCS-M) (Force Level 4.1) Increment 2 System Administrator
    741A   Information System Security Manager (ISSM)
    742A   Network Security Vulnerability Technician (NSVT) (See NEC Note 2)
    745A   Information Systems Technician
    746A   Information Systems Administrator
    805A   Instructor
    8MTS   Master Training Specialist

NEC Notes:

1. Some IT NECs are eligible for award based on a combination of civilian/military training, experience, education, and certifications. Contact the IT Rating Advisor (RA) for more information.
2. Although the ANA and NSVT courses are typically not available to SELRES ITs, Sailors may hold the respective NEC from active duty service, or alternate award.
3. The CNDIS course provides ITs that are a part of a SELRES Cyber Protection Team (CPT) core CPT capabilities. Note that quotas are very limited and only Sailors in a billet coded for this school may attend. Sailors that previously completed Intermediate Cyber Core (ICC) formal training may also hold this NEC.
4. With such a large variation in potential job scopes across the IT community, it is extremely rare to master every facet of the rating. As such, providing expertise and impact, while maintaining proficiency of an acquired NEC is preferred over holding multiple NECs with no documented impact or evidence of maintaining currency.

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4. Completion of college-level specialized IT-related education, training, qualifications or certifications merit special consideration. Noteworthy certifications for SELRES IT Sailors include, but are not limited to, the following:
Basic: A+, Network+
Intermediate: Security+, GSEC, SSCP
Advanced: SecurityX (previously CASP+), CISSP, CISM, GSLC, PMP

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 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.

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 the following milestones:

- Completion of a rate-specific mobilization or other long-term orders in support of fleet, joint, expeditionary or special operations with documented impact
- Demonstrated rating subject matter expertise (SME) in an operational assignment with command or community wide impact
- Diversity in billet or platform assignments including Information Warfare (IW), NSW, NECC, Cyber, Independent Duty, etc.
- Leadership as an LPO, Mission Supervisor/Manager, KMI Manager or PQS/Watch Qualification Trainer with documented mission and subordinate development 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 the Sailor 360 program, and/or within 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 a Senior Chief Petty Officer have met many or all the following milestones:

- Completion of a rate-specific mobilization or other long-term orders in support of fleet, joint, expeditionary or special operations with documented impact
- Diversity in billet or platform assignments including IW, NSW, NECC, Cyber, Independent Duty, NIFR HQ (TYCOM) or REDCEN Staff, etc.
- Demonstrated rating SME in community engagements through participation in A or C School TRRs, IW Community and/or Fleet Conferences, OCCSTDs, Job Duty Task Analysis (JDTA) and JQR/PQS Working Groups, Operational Planning Teams or other clemency-wide impact
- Participation in IW initiatives at the local, REDCEN, and HQ level, e.g., NIFR EPD instructor/facilitator, SEL JQR trainer, MAP-R Board Membership, SOQ/SOY Coordinator, etc.
- Leadership as a Unit SEL (small/medium/large unit) or Division/Department LCPO (large unit) with documented mission and subordinate development impact
- Completion of CNIFR SEL JQR for REDCEN CSEL or NIFR Unit SEL. Completion is required within one year of those assigned, otherwise, enrollment or completion is optional and should be considered noteworthy
- Participation in CSEL Professional Development, particularly as a facilitator
- Served as Enlisted Leader Development (ELD) Facilitator and/or significant impact to subordinate ELD completion
- Demonstrated institutional expertise through completion of PSEL, PPME, EJPME I/II, NIFR Leadership conferences, and/or advanced civilian education or rate-related certifications
- 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

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 the following milestones:

- Completion of a rate-specific mobilization or other long-term orders in support of fleet, joint, expeditionary or special operations with documented impact
- Leadership as a Unit SEL (large/priority unit) or NIFR HQ/REDCEN staff with documented mission and subordinate development impact
- Diversity in billet or platform assignments including IW, NSW, NECC, Cyber, Independent Duty, NIFR HQ (TYCOM) or REDCEN staff, etc.
- Demonstrated institutional expertise through completion of 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.
- Demonstrated rating SME in community engagements through participation in IW community and/or fleet conferences, OCCSTDs, Rating Strategy Council, JQR/PQS working groups, Operational Planning Teams, etc. or selection as CNIFR Rating Advisor

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- Completion of CNIFR SEL JQR for REDCEN CSEL or NIFR Unit SEL. Completion is required within one year of those assigned, otherwise, enrollment or completion is optional and should be considered noteworthy
- Participation in CSEL Professional Development, particularly as a facilitator
- Served as ELD Facilitator and/or significant impact to subordinate ELD completion
- Warfare qualification (See Note 6)
- Strong CPO Mess involvement with documented impact. Special consideration should be given to those leading in CPO Initiation, Sailor 360, and/or serving in CPOA leadership positions

Commissioning/Other Special Programs:

Commissioning Programs **-** Commissioning Programs (navy.mil)
CSEL Program **-** Pages **-** CMC_CSC_Program (navy.mil)