



IT CAREER PATH SELECTED RESERVE (SELRES)

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, IWC 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, IWC 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, IWC 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, IWC 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: IWC 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: IWC Unit, Independent Duty Qualification: 745A, 746A, Unit Specific Watch Qual, Warfare
1-4	IT3	30 Months	STA-21, OCS, Naval Academy	Billet: Help Desk Operator, SYSADMIN Duty: IWC 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



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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 highly sought after for this rating.
2. ITs must maintain TS/SCI clearance eligibility.
3. The IT community is broadly distributed throughout RESFOR and therefore not all ITs are members of an Information Warfare Community (IWC/RPC 17) unit. Most ITs are Individually Assigned with non-RPC 17 units.
4. Rating NECs as defined by NEOCS Volume II, Navy Enlisted Classifications. While not intended to be an exhaustive list, the below NECs are common and open to SELRES ITs.

H00A	Enlisted Frequency Manager
H02A	Strategic SHF SATCOM Systems/WGS/DSCS Operator
H03A	Tactical Support Communications (TSCOMM) Replacement Program System Operator
H04A	Transmission System Technician
H05A	Joint Force Air Component Commander (JFACC) System Administrator
H07A	Applied Cyber Operations Master
H08A	Advanced Network Analyst (ANA) (See NEC Note 2)
H33A	Cyber Network Defense Infrastructure Specialist (CNDIS) (See NEC Note 3)
H40A	Autonomic Logistics Information System (ALIS) Administrator
738A	Global Command and Control System-Maritime (GCCS-M) (Force Level 4.1) Increment 2 System Administrator
739A	Global Command and Control System-Maritime 4.0.3 (GCCS-M 4.0.3) System Administrator
740A	Mission Distribution System Operator
741A	Information System Security Manager
742A	Network Security Vulnerability Manager
745A	Information Systems Technician
746A	Information Systems Administrator
805A	Instructor

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 Advanced Network Analyst (ANA) course, NEC H08A, was recently disestablished, the skills obtained in the course still provide candidates with master level capabilities. Special consideration should be provided to candidates that possess NEC H08A until the newer Advanced Network System Administrator (ANSA), NEC HXXXXA, is established and course throughput has met Fleet requirements.
 3. Although the Cyber Network Defense Infrastructure Specialist (CNDIS) course, NEC H33A, was disestablished, the skills obtained in the course still provide candidates with core Cyber Protection Team capabilities. Consideration should be provided to candidates that possess NEC H33A until a replacement training is established, as long as ITs remain a part of the SELRES CPT construct. Note that active component Cyber Protection Team (CPT) and Cyber Mission Force (CMF) billets are in the process of fully transitioning solely to the Cyber Warfare Technician (CWT) and Cryptologic Technician Maintenance (CTM) ratings.
 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.
5. All ITs are expected to maintain proficiency as specified by Department of Defense (DoD) Cyberspace Workforce Framework (DCWF) DoD 8140. Although civilian certifications are now an optional path to DCWF program foundational qualification requirements in-lieu of a college degree through formal education or via an associated NEC or formal training course, as per DoDM 8140.03 dated 15Feb2023, they should continue to be used as a determining factor at selection boards, particularly when a candidate is serving in a billet without the requisite training. As part of the DCWF program, every IT is required to complete 20 hours of continuous learning annually.



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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 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

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, 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 assignment including Information Warfare Community (IWC), NSW, Expeditionary, Cyber, Independent Duty, etc.
- Leadership as an LPO, Mission Supervisor/Manager, or PQS/Watch Qualification Trainer with documented mission and subordinate development 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 the Sailor 360 program, and/or within the First Class Petty Officer Association (FCPOA) with strong involvement and documented impact
- 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 the following milestones:

- Completion of a rate-specific mobilization or other long-term orders in support of fleet, joint, or special operations with documented impact
- Diversity in billet or platform assignment including IWC, NSW, Expeditionary, Cyber, Independent Duty, NIFR HQ (TYCOM) or REDCEN Staff, etc.



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- 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, 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.
- Leadership as a Division/Department LCPO (large unit) or Unit SEL (small/medium/large unit) with documented mission and subordinate development impact
- 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.
- Served as ELD Facilitator and/or significant impact to subordinate ELD completion
- 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
- 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 the following milestones:

- Completion a rate-specific mobilization or other long-term orders in support of fleet, joint, or special operations with documented impact
- Leadership as a Unit SEL (large/priority unit), NIFR HQ/REDCEN staff with documented mission and subordinate development impact
- Diversity in billet or platform assignment including IWC, NSW, Expeditionary, Cyber, Independent Duty, NIFR HQ (TYCOM) or REDCEN I Staff, etc.
- 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)
- 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
- 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)