



## ITN CAREER PATH SELECTED RESERVE (SELRES)



Information Systems Technicians, Submarine, Network (ITN) receive extensive training in the operation and maintenance of advanced electronic equipment and computers used in submarine systems. Responsible for the operation, routine care, repair, and management of local databases, local area networks (LAN), complex electronic and electro-mechanical, and electronic warfare equipment. ITN personnel are a vital element in the information transfer with state-of-the-art multi-media technology such as fiber optics, digital, microwave, and tactical and commercial satellites on a global basis. They operate, manage, and provide hardware and software support to Automated Information Systems (AIS) to include mainframes, microcomputers, Local Area Networks, Wide Area Networks, and telecommunication systems. Apply diagnostic and restoration techniques utilizing knowledge of electronic and operation system theory. ITN advises on capabilities, limitations, and equipment condition, implements production control procedures including input/output quality control support, implements and monitors security protocols, and performs assigned mission organizational level maintenance and repair of Command, Control, Computer, and Intelligence Systems. ITN personnel also aid in the safe operation of the Submarine while transiting on the surface or at periscope depth.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	ITNCM	19.6 Yrs	CMC Program, CSEL	N/A	Billet: CSEL
23-26	ITNCM ITNCS	19.6 Yrs 16.7	CMC Program, CSEL	N/A	Billet: CSEL, SFRC Regional LCPO, SFRC Competency SEL
20-23	ITNCM ITNCS ITNC	19.6 Yrs 16.7 12.7	CMC Program, CSEL	N/A	Billet: CSEL, SFRC Regional LCPO, SFRC Competency SEL, Unit SEL Qualifications: Theater ASW Watch Officer / BCA Communication Watch Officer / 3M Coordinator / AEER / Senior Enlisted Academy / NRUM / EIWS / Groom Team Leader / Cyber Inspector
16-20	ITNCS ITNC ITN1	16.7 Yrs 12.7 7	CWO, OCS, CSEL	N/A	Billet: SFRC Competency SEL, SFRC Regional LCPO, Unit SEL/LCPO/LPO Qualifications: Theater ASW Watch Officer / BCA Communication Watch Officer / BCA Chief of the Watch / 3M Coordinator / RSEM / Senior Enlisted Academy / NRUM / EIWS / Groom Team Leader / Cyber Inspector (ITNC Only)
12-16	ITNCS ITNC ITN1	16.7 Yrs 12.7 7	LDO E7 and above, E6 Board Eligible, OCS, CSEL	N/A	(Reserve) Billet: SFRC Competency SEL, SFRC Regional LCPO, Unit SEL/LCPO/LPO Qualifications: Theater ASW Watch Officer / BCA Communication Watch Officer, BCA Chief of the Watch / 3M Coordinator / NRUM / EIWS / Groom Team Leader / Cyber Inspector (ITNC Only)
8-12	ITNC ITN1 ITN2	12.7 Yrs 7 3.1	LDO E7 and above, E6 Board Eligible	N/A	(Reserve) Billet: SFRC Competency Unit LCPO/ Unit LPO/ISSM/ISSO Qualification: Cyber Operator / Cyber Technician / SYSADMIN Advanced / Cyber Inspector (ITNC Only)



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT	
4-8	ITN1 ITN2	7 Yrs 3.1	STA-21, OCS, MECP	36	(Active) 1 <sup>st</sup> Shore Tour Billet: Instructor / RDC/ FLT Support Duty: School House/RTC/GRP/S QD/ Shipyard/IMF/BCA Watchfloor/BCA SYSADMIN Qualification: MTS / LAN Groomer / EIWS/SYSADMIN Intermediate/SYSA DMIN Advanced	(Reserve) Billet: Unit LPO. Qualification: Theater ASW Watch Supervisor / TASWWA / Master Tactical Plotter / Database Manager / BCA Tech Control / BCA / Work Center Supervisor
1-4	ITN2 ITN3	3.1 Yrs 1.5	Naval Academy, NROTC	54	1 <sup>st</sup> Sea Tour Billet: LAN Technician Duty: Submarine Qualification: Submarine Warfare / CYBER OPS / CYBER TECH / COMSEC User / BDW / POOD / SYSADMIN Entry / SYSADMIN Intermediate (ITN2 Higher Qualifications): DOOW / COW / Pilot / DCPO	
1+/-	ITNSN ITNSR Accession Training	7 Months			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command	

**Notes:**

- On 1 June 2020 the ETR and ITS ratings were combined into a single ITS rating with two distinct specialized career paths (ITE-COMMS and ITE). On November 2023, The ITS-COMMS and ITS-EW were split into three distinct specialized paths (ITE (ELECTRONIC WARFARE), ITR (RADIO) and ITN (NETWORK)).
- Enlisted Warfare pins are expected when available to include insignias such as the Master Training Specialist, deep submergence pin and small boat officer/petty officer in charge of small craft. As of the release of COMNAVIFORINST 1414.1C, EIWS is not mandatory but should remain a factor of consideration when identifying “Best Qualified” candidates for advancement.
- CYBER TECH (In Port) and CYBER OPS (At Sea) qualification requirements are combined therefore if one or the other is listed, qualifications for both are considered to be met.
- Special considerations for BEST QUALIFIED should be made for E7 to E8 AND E8 to E9 candidates who have volunteered for rating community enhancing efforts such as Selection Boards, AERRs, Occupational Standards Reviews, JDTAs, and Program Reviews.



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### 5. Acronyms:

AERR:	Advancement Exam Readiness Review
BCA:	Broadcast Control Authority
CSEL:	Command Senior Enlisted Leader
COW:	Chief of the Watch
Cyber Ops:	Cyber Operator
Cyber Tech:	Cyber Technician
DCPO:	Duty Chief Petty Officer
DOOW:	Diving Officer of the Watch
EIWS:	Enlisted Information Warfare Specialist
IMF:	Intermediate Maintenance Facility
ISSM:	Information Systems Security Manager
ISSO:	Information Systems Security Officer
JDTA:	Joint Duty Task Analysis
NRUM	Navy Reserve Unit Management
RSEM	Reserve Senior Enlisted Management
BDW:	Below Decks Watch
POOD:	Petty Officer of the Deck
SFRC:	Submarine Force Reserve Component
SYSADMIN:	System Administrator

### 6. Rating NECs:

T47A:	Submarine Local Area Network (SUBLAN) Technician
737A:	Naval Tactical Command Support System (NTCSS) II Manager
741A:	Information System Security Manager (ISSM)
742A:	Network Security Vulnerability Technician (NSVT)
746A:	Information Systems Administrator
731A:	Information System Maintenance Technician
735A:	Consolidated Afloat Networks and Enterprise Services (CANES) Administrator-Software 3 and 4 (SW3/SW4)

#### NEC for Favorite Consideration:

730A	Miniature/Microminiature Module Test and Repair (2M MTR) Technician
756A	Barber
772B	Miniature/Microminiature Electronic Repair Inspector
773B	2M Instructor
783A	Microminiature Electronic Repair Technician
784A	Miniature Electronic Repair Technician
785A	SDV MK8/MK11 Team Technician
785G	Special Operations Forces (SOF) Radio Telecommunications Operator (RTO)
785I	Special Operations Forces (SOF) Advanced Technical Systems Operator (ATSO)
786A	Advance SEAL Delivery System Maintainer
789A	Unmanned Undersea Vehicle (UUV) Operator
794A	Naval Special Warfare (NSW) Communications Technician
8LDC	U.S. Navy Chief Petty Officer Leadership Development Course (CPO LDC) Graduate
8MTS	Master Training Specialist
8SEA:	Senior Enlisted Academy

#### NEC Notes:

(1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.



## **ITN CAREER PATH SELECTED RESERVE (SELRES)**



### **Consideration for advancement from E6 to E7**

- **FULLY QUALIFIED** if they have served as an LPO for greater than 12 months.
- **BEST QUALIFIED** if they meet the **FULLY QUALIFIED** standard, should hold NEC 742A, if possible AND are qualified CYBER TECH/OPS, if possible.
- Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.
- First Class Petty Officer Association (FCPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact.
- Graduate of Advanced Leader Development Course.

For candidates whose rating has been affected by the ITS Rate Merger (June 2020) and subsequent ITS Rate Split (2024), the board **MUST** take a holistic review of the Sailor's record when determining if they are **FULLY** and **BEST QUALIFIED**, since it is understood that not all candidates had the opportunity to meet those qualification or NEC standards. Board members must consider the current or previous duty assignment to determine if the Sailor had the ability to obtain those standards.

For candidates who have only served on one Submarine, i.e., separation to Reserve Status, or follow on sea tours were at Special Projects or at a Submarine Tender, the board **MUST** carefully weigh their achievements and demonstrated leadership when determining if they are **BEST QUALIFIED** since it is understood they might not have had the opportunity to meet the qualification standard.

For candidates who have converted into the submarine force, the board **MUST** consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are **BEST QUALIFIED** since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates serving or who have served as a 3MC for greater than 12 months have met the standard for having served as an LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:

#### **Detachment UR&D:**

**FULLY QUALIFIED** if they have served as an LPO AND are qualified either STBD Tethered Management System (TMS), OR ROV Pilot, OR Port Payload (PPHL), or Mission Navigation Watch, OR EES1 Technician.

**BEST QUALIFIED** if they meet the **FULLY QUALIFIED** standard AND are qualified either Mission Duty Chief (MMP DCPO) or COW/DCPO as stated above.

#### **Detachment TRITON:**

**FULLY QUALIFIED** if they have served as an LPO AND are qualified Mission Watch Supervisor (MWS).

**BEST QUALIFIED** if they meet the **FULLY QUALIFIED** standard and are qualified Mission Control Officer (MCO) or COW/DCPO as stated above.

#### **Detachment POSEIDON:**

**FULLY QUALIFIED** if they have served as an LPO AND are qualified Mission Watch Supervisor (formerly Projects Watch Supervisor (PWS)).

**BEST QUALIFIED** if they meet the **FULLY QUALIFIED** standard AND are qualified either MCO or COW/DCPO as stated above.



## ITN CAREER PATH SELECTED RESERVE (SELRES)



UIC 45242, 60162, and 60163:

FULLY QUALIFIED if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Specialist and Command Duty Officer (CDO) (Ship's DCPO equivalent). BEST QUALIFIED status should be given to those Sailors qualified Mission Control Officer (MCO) (COW equivalent).

UIC 4000Y:

FULLY QUALIFIED if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Pilot and Command Duty Officer (CDO) (Ship's DCPO equivalent). BEST QUALIFIED status should be given to those Sailors qualified Command and Control Watch Officer (C2WO)

### **Consideration for advancement from E7 to E8**

- FULLY QUALIFIED if they have served as a Unit SEL / LCPO for 12 months,
- AT/ADT/ADOS duties to a TYCOM, CTF, Submarine Group/Squadron, NSSC/NSSF, and instructor duty. With documented leadership roles at their command.
- While unable to be detailed to a NRC Command Chief billet, some candidates may have periods of filling in for the NRC Command Chief documented in their evaluation which should be looked at favorably.
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact.
- If possible, hold NEC 741A AND are qualified COW (688\SSBN\SSGN) or Pilot (VACL) AND Cyber Inspector AND ISSM.
- If possible, BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified DOOW (688/SSBN/SSGN) or PILOT (VACL) AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.
- Graduate of the CPO Leader Development Course.

For candidates whose rating has been affected by the ITS Rate Merger (June 2020) and subsequent ITS Rate Split (2024), the board MUST take a holistic review of the Sailor's record when determining if they are FULLY and BEST QUALIFIED, since it is understood that not all candidates had the opportunity to meet those qualification or NEC standards. Board members must consider the current or previous duty assignment to determine if the Sailor had the ability to obtain those standards.

For candidates who have only served on one Submarine, i.e., follow on sea tours were at Special Projects or at a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates serving or who have served as a 3MC for greater than 12 months have met the standard for having served as an LPO or LCPO.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:

Detachment UR&D:

Fully QUALIFIED if they have served as an LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Mission Duty Chief (MMP DCPO), Mission Watch Supervisor, and Research Duty Officer or DOOW/PILOT as stated above.



## ITN CAREER PATH SELECTED RESERVE (SELRES)



Detachment TRITON:  
FULLY QUALIFIED if they have served as a Cadre LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are qualified Mission Control Officer (MCO) or DOOW/PILOT as stated above.

Detachment POSEIDON:  
FULLY QUALIFIED if they have served as Cadre LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either MCO or DOOW/PILOT as stated above.

UIC 45242, 60162, and 60163:  
FULLY QUALIFIED if they have served as an LCPO. BEST QUALIFIED status should be given if they are qualified the following: Mission Control Officer (MCO) (COW equivalent) and Command Duty Officer (Ship's DCPO equivalent).

UIC 4000Y:  
FULLY QUALIFIED if they have served as an LCPO. BEST QUALIFIED status should be given if they are qualified the following: Command and Control Watch Officer (C2WO), (COW equivalent), and Command Duty Officer (Ship's DCPO equivalent).

Special consideration should be given to those candidates who are serving, or who have served at a Broadcast Control Authority (BCA) and who have qualified and stood Communications Watch Officer (CWO). This is a challenging shore assignment with increased leadership responsibility and fleet impact.

### **Consideration for advancement from E8 to E9**

- FULLY QUALIFIED if they have served as a LCPO for 12 months, hold NEC 8SEA AND 741A AND are qualified DOOW (688\SSBN\SSGN) or Pilot (VACL) AND Cyber Inspector AND ISSM.
- BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Chief of the Boat OR served as Command Senior Enlisted Leader OR served as an ISIC/GRP/TYCOM Rate Lead and have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.
- Must be a graduate of Senior Enlisted Academy (SEA) or other Service Equivalent school.

For candidates whose rating has been affected by the ITS Rate Merger (June 2020) and subsequent ITS Rate Split (2024), the board MUST take a holistic review of the Sailor's record when determining if they are FULLY and BEST QUALIFIED, since it is understood that not all candidates had the opportunity to meet those qualification or NEC standards. Board members must consider the current or previous duty assignment to determine if the Sailor had the ability to obtain those standards.

For candidates who have only served on one Submarine, i.e., follow on sea tours were at Special Projects or at a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates serving or who have served as a 3MC for greater than 12 months have met the standard for having served as an LPO or LCPO.



## ITN CAREER PATH SELECTED RESERVE (SELRES)



Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

UIC 4000Y, 45242, 60162, and 60163:

FULLY QUALIFIED and BEST QUALIFIED status should be given if they are qualified Chief of the Boat.

### **Commissioning/Other Special Programs:**

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil)