



ITR CAREER PATH SELECTED RESERVE (SELRES)



<p>Information Systems Technician, Radio (ITR) receive extensive training in the operation and maintenance of advanced electronic equipment and computers used in submarine communication systems. Similar to Active Component Sailors, SELRES ITRs can support the routine maintenance and operations of communications systems, and complex electronics. Dissimilarly from the Active Component ITRs, Reserve ITRs will not operate communications systems and shipboard electronics on submarines at sea, but will be tasked with providing the Submarine Force shore-based communication expertise and bring Undersea Warfare expertise to Combined Task Force commands and TYCOMs. ITRs will typically be billeted in either the Submarine Force TYCOM HQ Units or Undersea Warfare Operations (UWO) Competency of the Submarine Force Reserve Component (SFRC).</p>					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	TYPICAL CAREER PATH DEVELOPMENT	
26-30	ITRCM	20.8 Yrs	CSEL	<p>Billet: SFRC CMC, SFRC Mission Area SEL</p> <p>Qualifications: BCA Communication Watch Officer (CWO), Theater USW Watch Officer/Supervisor, Submarine Culture Workshop, Senior Enlisted Academy (SEA)</p>	
23-26	ITRCM ITRCS	20.8 Yrs 16.0	CSEL	<p>Billet: SFRC Mission Area SEL, SFRC Regional SEL, Submarine Group/HQ SEA</p> <p>Qualifications: BCA Communication Watch Officer (CWO), Theater USW Watch Officer/Supervisor, Submarine Culture Workshop, Senior Enlisted Academy (SEA), NRUM, RSEM</p>	
20-23	ITRCM ITRCS ITRC	20.8 Yrs 12.0 12.7	CSEL	<p>Billet: SFRC Mission Area SEL, SFRC Regional SEL, Submarine Group/HQ SEA, Unit SEL/SEA</p> <p>Qualifications: BCA Communication Watch Officer (CWO), Theater USW Watch Officer/Supervisor, Senior Enlisted Academy (SEA), NRUM, RSEM, CPO-LDC(ITRC)</p>	
16-20	ITRCS ITRC ITR1	12.0 Yrs 16 8.6	CSEL, CWO	<p>Billet: SFRC Regional SEL, Unit SEL/LCPO</p> <p>Qualifications: BCA Communication Watch Officer (CWO), BCA Chief of the Watch (COW), Theater USW Watch Officer/Supervisor, Senior Enlisted Academy (SEA), NRUM, RSEM, CPO-LDC(ITRC), ALDC(ITR1)</p>	
12-16	ITRCS ITRC ITR1	12.0 Yrs 16 8.6	LDO, CWO, CSEL	<p>Billet: Unit SEL/LCPO/LPO, Dept. LCPO/LPO</p> <p>Qualifications: BCA Chief of the Watch (COW), BCA Tech Control, Theater USW Watch Officer/Supervisor or Assistant, Senior Enlisted Academy (SEA), NRUM, CPO-LDC(ITRC), ALDC(ITR1)</p>	
8-12	ITRC ITR1 ITR2	12.7 Yrs 8.6 4.4	STA-21, OCS, LDO	<p>(Active)</p> <p>2nd Sea Tour</p> <p>Billet: LCPO, LPO</p> <p>Duty: Submarine, Submarine Tender</p> <p>Qualification: COW, Pilot, DCPO, RADIO Supervisor, KOAM, MCO</p>	<p>(Reserve)</p> <p>Billet: Unit LCPO/LPO, Dept. LCPO/LPO</p> <p>Qualifications: BCA Chief of the Watch (COW), BCA Tech Control, Theater USW Watch Officer/Supervisor or Assistant, Master Tactical Plotter, Database Manager, CPO-LDC(ITRC), ALDC(ITR1), ILDC(ITR2)</p>



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4-8	ITR1 ITR2 ITR3	8.6 Yrs 4.4 3.3	STA-21, OCS, Naval Academy	(Active) 1st Shore Tour Billet: Instructor, RDC, Watch Floor, FLT Support Duty: RTC, School House, Staff Qualification: MTS, EIWS	(Reserve) Billet: Unit/Dept. LPO, N6 Dept. member Qualifications: BCA Tech Control, BCA TS ISDS Operator, Theater USW Watch Assistant, Master Tactical Plotter, Database Manager, ALDC(ITR1), ILDC(ITR2), FLDC(ITR3)
1-4	ITR2 ITR3	4.4 Yrs 3.3	STA-21, OCS, Naval Academy	1 st Sea Tour Billet: Operator/Technician Duty: Submarine Qualification: Submarine Warfare, Radio Operator, COMSEC User, BDW, POOD, SYSADMIN Entry, SYSADMIN Intermediate, ILDC(ITR2), FLDC (ITR3)	
1+/-	ITRSN ITRSA Accession Training	9 Months		Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.	

Notes:

- "A" School is required for this rating.
- 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)).
- When able, SELRES Sailors should try to earn a Warfare qualification. 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.
- 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
- In addition to the above career path, an ITR is advanced due to their proven leadership, performance, and qualifications.
- Acronyms:

ADOS: Active Duty Operational Support
 ADT : Active Duty for Training
 AERR: Advancement Exam Readiness Review
 BCA: Broadcast Control Authority
 BDW: Below Decks Watch

Revised: August 2025



ITR CAREER PATH SELECTED RESERVE (SELRES)



CSEL:	Command Senior Enlisted Leader
COW:	Chief of the Watch
CWO:	Communications Watch Officer
DCPO:	Duty Chief Petty Officer
DOOW:	Diving Officer of the Watch
EIWS:	Enlisted Information Warfare Specialist
ESM	Electronic Support Measure
ISDS:	Information Screening and Delivery Subsystem
IMF:	Intermediate Maintenance Facility
KMI:	Key Management Infrastructure
KOAM:	KMI Operating Account Manager
JDTA:	Joint Duty Task Analysis
MCO:	Mission Control Officer
MTS:	Master Training Specialist
NRUM:	Navy Reserve Unit Management
NSSC/NSSF	Naval Submarine Support Command/Facility
NRC:	Navy Reserve Center
RSEM:	Reserve Senior Enlisted Management
BDW:	Below Decks Watch
POOD:	Petty Officer of the Deck
RDC:	Recruit Division Commander
RMOW:	Radioman Of the Watch
RTC:	Recruit Training Command
SFRC:	Submarine Force Reserve Component
SYSADMIN:	System Administrator
TYCOM:	Type Commander
USW:	Undersea Warfare

7. Rating NECs:

T11A - Common Submarine Radio Room (CSRR) Maintenance Technician
T12A - Common Submarine Radio Room (CSRR) Equipment Operator
T14A - SSN Radio Frequency (RF) Equipment Technician
T22A - SSN Radio Frequency (RF) Equipment Operator
T24A - TRIDENT I/II Radio Frequency (RF) Equipment Maintenance Technician
T25A - TRIDENT I/II Radio Frequency (RF) Equipment Operator T32A
T32A - Submarine Communications Leading Chief Petty Officer

NEC Notes:

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

8. Enlisted Leadership Development (ELD) courses are considered noteworthy professional development milestones. Sailors should attend as prescribed by their time in service and rank as appropriate:

Foundational Leader Development Course (FLDC) for Sailors in pay grades E-3 and E-4.

Intermediate Leader Development Course (ILDC) for Sailors in paygrade E-5.

Advanced Leader Development Course (ALDC) for Sailors in pay grade E-6.

Chief Petty Officer Leader Development Course (CPO-LDC) for Sailors in the pay grade of E-7.

Beginning in calendar year 2025, ELD will be a prerequisite to take the Navy Wide Advancement Exam

Revised: August 2025



ITR CAREER PATH
SELECTED RESERVE (SELRES)



(NWAE) for E-6 and E-7 as well as a requirement to be eligible for selection to E-8 commencing with the Fiscal Year 2026 Selection Board.

Considerations for promotion from E6 to E7

- **FULLY QUALIFIED:**
 - Prior to selection for E7, candidates should successfully complete an LPO tour for a minimum of 12 months and have leadership bullets indicating this in their evaluations.
 - Qualified senior in watch station at the expected pay grade level at Supported Command
 - Expected qualifications:
 - o UWO Unit: Theater USW Watch Assistant
 - o Submarine TYCOM HQ: BCA Tech Control/TS ISDS
 - If member transitioned to the Reserve Component after first shore tour, sailor should have qualified senior in rate at that location
 - Expected qualifications:
 - o Instructor Duty: Master Training Specialist
 - o BCA: BCA Tech Control/TS ISDS
 - If member transitioned to the Reserve Component after second sea tour, sailor should have qualified senior in rate at that submarine.
 - Expected qualifications:
 1. Radio Supervisor (SSBN only), AND
 2. RMOW (688/SSGN/VACL), AND
 3. KOAM.
 - Completed AT to a TYCOM, CTF, or Submarine Group/Squadron
 - Graduate of Advanced Leader Development Course.
 - **BEST QUALIFIED:**
 - If they meet the FULLY QUALIFIED standard, AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA, AND
 - Have qualified in watch station at Supported Command above what is expected in pay grade.
 - Qualifications:
 - o UWO Unit: Theater USW Watch Supervisor
 - o Submarine TYCOM HQ: BCA Chief of the Watch
- OR
- If member transitioned to reserve component after first shore tour and is qualified above what is expected in pay grade at that location.
 - Qualifications:
 - o BCA: BCA Chief of the Watch
- OR
- If member transitioned to reserve component after second sea tour and is qualified above what is expected in pay grade at that submarine.
 - Qualifications:
 - o Chief of the Watch (688/SSBN/SSGN) OR
 - o Duty Chief (VACL)
- **SPECIAL CONSIDERATIONS:**
 - Filled in as Interim Dept/Unit LCPO or Unit SEL
 - ADT/ADOS duties to a TYCOM, CTF, Submarine Group/Squadron, NSSC/NSSF, and instructor duty. With documented leadership roles at their command.
 - EIWS Qualified



ITR CAREER PATH SELECTED RESERVE (SELRES)



- Qualified and stood Communications Watch Officer (CWO). This is a challenging shore assignment with increased leadership responsibility and fleet impact.
- Demonstrated institutional expertise through completion of, Primary Professional Military Education (PPME), Enlisted Joint Professional Military Education (EJPME) or advanced civilian education or rate-related certifications.
- Command collateral duties with documented impact (e.g., CFL, CCC, etc.).
- 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. Special consideration should be given to those in leadership positions.

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. This is highly unlikely if they were an early convergence to the reserves and must be taken into consideration.

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. This is highly unlikely if they were an early convergence to the reserves and must be taken into consideration.

Detachment POSEIDON:

FULLY QUALIFIED if they have served as an LPO AND are qualified Mission Watch Supervisor (formerly Projects Watch Supervisor (PWS)). This is highly unlikely if they were an early convergence to the reserves and must be taken into consideration.



ITR CAREER PATH SELECTED RESERVE (SELRES)



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

UIC 45242, 60162, and 60163:

FULLY QUALIFIED if they have served as an LPO at UUVRON-1 and have qualified their UUV senior inrate 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 inrate 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)

Considerations for promotion from E7 to E8

- **FULLY QUALIFIED:**
 - Prior to selection for E8, candidate successfully completed a unit SEL or SEA tour for a minimum of 12 months.
 - Qualified senior in watch station at the expected pay grade level at Supported Command
 - Expected qualifications:
 - o UWO Unit: Theater USW Watch Supervisor
 - o Submarine TYCOM HQ: BCA Chief of the Watch
 - If member transitioned to the Reserve Component after second sea tour, sailor should have qualified senior in rate at that submarine.
 - Expected Duties:
 - o Served as an LCPO and KOAM for 12 months
 - Expected qualifications:
 - o Chief of the Watch (688/SSBN/SSGN) OR
 - o Duty Chief (VACL)
 - Completed AT to a TYCOM, CTF, or Submarine Group/Squadron.
 - Graduate of the CPO Leader Development Course.
 - **BEST QUALIFIED:**
 - If they meet the FULLY QUALIFIED standard, AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA, AND
 - Have qualified in watch station at Supported Command above what is expected in pay grade.
 - Qualifications:
 - o UWO Unit: Theater USW Watch Officer
 - o Submarine TYCOM HQ: BCA Communications Watch officer
- OR
- If member transitioned to reserve component after second sea tour and is qualified above what is expected in pay grade at that submarine.
 - Qualifications:
 - o Diving Officer of the Watch (DOOW) (688/SSBN/SSGN) OR
 - o Pilot (VACL) AND
 - o Hold NEC T32A, Submarine Communications Leading Chief Petty Officer
- **SPECIAL CONSIDERATIONS:**
 - Currently serving as or have completed a tour as SFRC Regional LCPO or Submarine Group SEA
 - ADT/ADOS duties to a TYCOM, CTF, Submarine Group/Squadron, NSSC/NSSF, and instructor duty. With documented leadership roles at their command.



ITR CAREER PATH SELECTED RESERVE (SELRES)



- EIWS Qualified
- While unable to be detailed to an 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. Special consideration should be given to those in leadership positions.
- Competency ranking board member/lead.
- CPO Selection board member/lead.

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.

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).



ITR CAREER PATH SELECTED RESERVE (SELRES)



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).

Consideration for promotion from E8 to E9

- **FULLY QUALIFIED:**
 - Prior to selection for E9, candidate should successfully completed a unit SEA, Submarine Group SEA or Competency Regional LCPO tour for a minimum of 12 months.
 - Completed AT to a TYCOM, CTF, or Submarine Group/Squadron.
 - Must be a graduate of Senior Enlisted Academy (SEA) or other Service Equivalent school.
- **BEST QUALIFIED**
 - If they meet the FULLY QUALIFIED standard, AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA, AND
 - Are currently serving as or have completed a tour as a SFRC Competency SEL/SEA.
- **SPECIAL CONSIDERATIONS:**
 - ADT/ADOS duties to a TYCOM, CTF, Submarine Group/Squadron, NSSC/NSSF, and instructor duty. With documented leadership roles at their command.
 - EIWS Qualified
 - While unable to be detailed to an 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. Special consideration should be given to those in leadership positions.
 - Competency ranking board member/lead.
 - CPO Selection board member/lead.

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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/commissioning)

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