



ITR CAREER PATH SELECTED RESERVE (SELRES)



Information Systems Technicians, Submarine, Radio (ITR) receive extensive training in the operation and maintenance of advanced electronic equipment and computers used in submarine communication systems. Responsible for the operation, routine care, repair, and management of Common Submarine Radio Room equipment, complex electronic and electro-mechanical, and electronic warfare equipment. ITR 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, communication systems, Automated Digital Networking Systems, and telecommunication systems. Apply diagnostic and restoration techniques utilizing knowledge of electronic and operation system theory. ITR 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. ITR personnel also aid in the safe operation of the Submarine while transiting on the surface or at periscope depth.

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/ SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|-------------------------|--------------------------|--------------------------------|--|------------------------|--|
| 26-30 | ITRCM | 19.6 Yrs | CMC Program, CSEL | N/A | Billet: CSEL |
| 23-26 | ITRCM ITRCS | 19.6 Yrs 16.7 | CMC Program, CSEL | N/A | Billet: CSEL, SFRC Regional LCPO, SFRC Competency SEL, CNIFR REDCEN CSEL |
| 20-23 | ITRCM ITRCS ITRC | 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 / Spectrum Manager |
| 16-20 | ITRCS ITRC ITR1 | 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 |
| 12-16 | ITRCS ITRC ITR1 | 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 CNIFR REDCEN CSEL Qualifications: Theater ASW Watch Officer / BCA Communication Watch Officer, BCA Chief of the Watch / 3M Coordinator / NRUM / EIWS / Groom Team Leader / COMSEC Planner / Electromagnetic Spectrum Manager / Communications Planner (FOPS) |
| 8-12 | ITRC ITR1 ITR2 | 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: COMSEC Planner / Electromagnetic Spectrum Manager / Communications Planner (FOPS) |



ITR CAREER PATH SELECTED RESERVE (SELRES)



| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/ SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT | |
|------------------|--------------------------------------|-------------------------|---|-----------------|---|---|
| 4-8 | ITR1 ITR2 | 7 Yrs 3.1 | STA-21, OCS, MECP | 36 | (Active) 1 st Shore Tour Billet: Instructor / RDC/ FLT Support Duty: School House/RTC/GRP/S QD/ Shipyard/IMF/BCA Watchfloor/BCA EIWS | (Reserve) Billet: Unit LPO. Qualification: Theater ASW Watch Supervisor / TASWWA / Master Tactical Plotter / BCA Tech Control / BCA / Work Center Supervisor |
| 1-4 | ITR2 ITR3 | 3.1 Yrs 1.5 | Naval Academy, NROTC | 54 | 1 st Sea Tour Billet: CSRR Operator Duty: Submarine Qualification: Submarine Warfare / RMOW | |
| 1+/- | ITRSN ITRSR 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.
- 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, JDAs, and Program Reviews.
- Acronyms:

| | |
|-----------|---|
| AERR: | Advancement Exam Readiness Review |
| BCA: | Broadcast Control Authority |
| CSEL: | Command Senior Enlisted Leader |
| COW: | Chief of the Watch |
| DCPO: | Duty Chief Petty Officer |
| DOOW: | Diving Officer of the Watch |
| EIWS: | Enlisted Information Warfare Specialist |
| IMF: | Intermediate Maintenance Facility |
| 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 |



ITR CAREER PATH SELECTED RESERVE (SELRES)



5. NEC Notes:

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

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 T12A, if possible AND are qualified Common Submarine Radio Room Equipment Operator. *It is not likely if someone was a direct reserve conversion to maintain this NEC and will most likely not show this in their record.
- 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. 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).



ITR CAREER PATH SELECTED RESERVE (SELRES)



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.

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 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. This should be the strongest consideration.
- 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 T12A AND are qualified COW (688\SSBN\SSGN) or Pilot (VACL). This is highly unlikely as the NECs from active duty will not convert to the Reserves.
- 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. This is highly unlikely as the NECs and qualifications from active duty will not convert to the Reserves.
- 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.



ITR CAREER PATH SELECTED RESERVE (SELRES)



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).

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 T12A AND are qualified DOOW (688\SSBN\SSGN) or Pilot (VACL). It is highly unlikely that these qualifications and NECs will transfer from active duty to reserves and is not a discriminating factor.
- **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



ITR CAREER PATH SELECTED RESERVE (SELRES)



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.

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/csel)