Cyberspace Cryptologic Technicians (CTN). Similar to the Active Duty component, Reserve CTNs plan, develop, and execute offensive and defensive Cyberspace Operations; perform Cyber Defense, Digital Forensics, Network Exploitation, Research and Development, and Cyber Planning in support of national, fleet, and joint requirements. Each discipline is equal in importance.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CTNCM	26.4 Yrs	CMDCM	N/A	CNIFR HQ/Region Staff, Major Command or COCOM Billet: HQ CMDCM, CNIFR Region SEL/Staff, Qualifications: SEA, EIWS
23-26	CTNCM CTNCS	26.4 Yrs 19.6	CMDCM, CWO, DIRCOM, CMC, CSC	N/A	CNIFR HQ/Region Staff, NR NIOC (HI, MD, GA, TX), IWC Units Billets: CMDCM, CSC, SEL, Unit LCPO, Qualifications: SEA, PSEL, EIWS
20-23	CTNCM CTNCS CTNC	26.4 Yrs 19.6 14	CMDCM, CWO, DIRCOM, CMC, CSC, SEL	N/A	CNIFR HQ/Region Staff, NR NIOC (HI, MD, GA, TX), IWC Units Billets: CMDCM, CSC, SEL, Unit LCPO, Qualifications: JCAC, JNAC, SEA, PSEL, EIWS
16-20	CTNCS CTNC CTN1	19.6 Yrs 14 8	CWO, LDO, DIRCOM, CSC, SEL	N/A	CNIFR HQ/Region Staff, NR NIOC (HI, MD, GA, TX), IWC Units Billets: Regional Staff, Unit LCPO DLCPO/LPO, Watch Sup, Lead Analyst Qualifications: JCAC, JNAC, SEA, PSEL, EIWS
12-16	CTNC CTN1	14 Yrs 8	CWO, LDO, DIRCOM, CMC, CSC, CSEL	N/A	CNIFR Region Staff, NR NIOC (HI, MD, GA, TX), IWC Units Billets: Unit LCPO/LPO, DLCPO/LPO, Watch Sup, Lead Analyst, Lead Inst. Qualifications: JCAC, JNAC, PSEL, EIWS
8-12	CTNC CTN1 CTN2 CTN3	14 Yrs 8 3.5 1.2	LDO, DIRCOM	N/A	NR NIOC (HI, MD, GA, TX), IWC Units Billets: Unit LPO, DLPO, Watch Sup, Lead Analyst, Lead Inst. Qualifications: JCAC, JNAC, PSEL, EIWS

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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
4-8	CTN1 CTN2 CTN3	8 Yrs 3.5 1.2	DIRCOM, OCS, STA-21, Naval Academy, NROTC	N/A	1st CONUS Active Duty Tour/1st Reserve Assignment Billets: Unit LPO, DLPO, Mission Analyst, Instructor Qualifications: JCAC, JNAC, PSEL, EIWS
1-4	CTN2 CTN3	3.5 Yrs 1.2	Naval Academy, NROTC	N/A	1st CONUS Tour/1st Reserve Assignment Billet: Mission Supervisor, Analyst, Instructor Qualifications: JCAC, JNAC, PSEL, EIWS
1+/-	CTNSN CTNSA Accession Training	9 Months		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command or reserve unit

Notes:
1. "A" School is required for this rating via the Joint Cyber Analysis Course (JCAC).

2. This is not a compressed rating.

3. EIWS and other warfare qualifications should be viewed as a noteworthy achievement by Selection Boards. Only Sailors assigned or mobilized to units under operational commands with an approved program have an opportunity to qualify, but this requires the Sailor to take the initiative. Refer to COMNAVIFOR INSTRUCTION 1414.1A for information related to the EIWS program.

4. Cross-assignment to an Information Warfare Community (IWC) billet may be required due to geographic limitations based on Sailor's home of record. This may restrict assignment diversity; however, Sailors should make every effort to seek career diversity or diversity in challenging billet assignment. Cross-assignment PRDs are usually limited to 24 months.

5. Embedded billet assignment (EMBED) is not recommended for junior enlisted during first tour; however, assignment may be necessary (See Note 3). Coordination should be made between NOSC CCC office and CNIFR Regional EMBED Coordinator.

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6. PRDs are usually limited to 36 months with exception of assignments to special programs, or while in an advanced training pipeline (e.g. Cyber Mission Force/Cyber Protection Team (CMF/CPT)). Sailors meeting these exceptions can be assigned for 60 months. Cross-assignment PRDs are usually limited to 24 months.

7. Rating NECs:
   H13A - Navy Interactive On-Net Operator
   H12A - Exploitation Analyst
   H11A - Digital Network Analyst
   H14A - Navy Interactive On-Net (ION) Operator (Windows)
   H15A - Navy Interactive On-Net (ION) Operator (Unix)
   H16A - Navy Interactive On-Net (ION) Operator (Networks)
   H07A - Applied Cyber Operations Master
   H30A - Defensive Cyberspace Operations Analysts (DCOA)

NOTE: Listed NECs are only those that SELRES are qualified to earn based upon NAVPERS 18068F Volume 2.

Considerations for advancement from E6 to E7:

-Demonstrated leadership and subordinate development utilizing technical expertise via earned platform PQS/watch qualifications or other Navy Credentialing programs (i.e., Navy COOL)
-Served as a mission lead with impact to unit and gaining command operational readiness.   As a subject matter expert; mentors and tasks team members and works to overcome obstacles.
- Demonstrated institutional expertise through completion of Professional Military Education (PME), Primary PME, Senior Enlisted Joint PME (SE-JPME) Phase I, or advanced civilian education or certifications/ qualifications demonstrating civilian transferability of skills
-Demonstrated rating subject matter expertise (SME) through community engagements and participation in A and C School Training Requirements Reviews (TRR), Occupational Standards (OCCSTDs) reviews/development, etc.
-Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Served as LPO or divisional LPO for large unit or any periods of documented acting Unit LCPO duties
- Diversity in challenging command-level collaterals that support command mission and leadership (e.g. CFL, Unit Cross-Assignment Coordinator, Command Career Counselor, Urinalysis Program Coordinator (UPC), etc.).
- Leader in Sailor 360 program
- Held FCPOA leadership position(s)
- Warfare qualified (Note 3)

Considerations for advancement from E7 to E8:

-Demonstrated leadership of subordinates and peer development utilizing technical expertise through earned platform PQS/watch qualifications or Navy Credentialing programs (i.e., Navy COOL)
- Demonstrated institutional expertise through completion of Senior Enlisted Academy (SEA), Prospective Senior Enlisted Leader (PSEL) course, Reserve Senior Enlisted Management (RSEM), Navy Reserve Unit Manager's (NRUM) course, PPME, SE-JPME Phase I/II, CNIFR Regional Triad Leadership conferences, or advanced civilian education or certifications/qualifications demonstrating civilian transferability of skills
-Served as an operations chief with impact to unit and gaining command operational readiness.   As a subject matter expert; mentors and develops mission leads and works to overcome obstacles.
- Demonstrated rating SME in community engagements through participation in A and C School TRRs, Reserve Intelligence Leadership Summit (RILS), OCCSTDs, AERRs, etc.

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-Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Warfare qualified (Note 3)
- Assignment as unit LCPO, especially where there are large summary groups and opportunity to lead peers and develop juniors
- Diversity in billet or platform assignment (Note 4 and 5); to include: CNIFR HQ (TYCOM) or Regional Staff, LCPO of Expeditionary, Cyber, EMBED, etc.
- Leader in Sailor 360 program and in CPO Initiation
- Held CPOA leadership position(s)

Considerations for advancement from E8 to E9:

- Demonstrated leadership of subordinate and peer development utilizing technical expertise through earned platform PQS/watch qualifications or other Navy COOL programs
- Demonstrated institutional expertise through completion of SEA, PSEL, NRUM, PPME, SE-JPME Phase II, CNIFR Regional Triad Leadership conferences, or advanced civilian education or certifications/qualifications demonstrating civilian transferability of skills
- Demonstrated rating SME in community engagements through participation in A and C School TRRs, RILS, OCCSTDs, AERR, etc. and/or selection as CNIFR Rating Advisor
-Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Warfare qualified (Note 3)
- Assignment as unit LCPO, especially where there are large summary groups and opportunity to lead peers and develop juniors
- Diversity in billet or platform assignment (Note 4 and 5); to include: CNIFR HQ (TYCOM), Regional NIFR Staff, Regional Operations Chief, or LCPO of Expeditionary, Cyber, EMBED, etc.
- Leader in Sailor 360 program and in CPO Initiation
- Held CPOA leadership position(s)

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