



**IS CAREER PATH
SELECTED RESERVE (SELRES)**



<p>Military information, particularly classified information about enemies or potential enemies is called “intelligence”. Intelligence Specialists (IS). Similar to the Active Duty component, Reserve IS personnel analyze information to determine its usefulness in military planning. They prepare materials that describe in detail the features of strategic and tactical areas worldwide to provide timely and relevant intelligence to Strategic, Operational and Tactical level decision-makers, supporting Navy, Joint, and or coalition missions.</p>					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ISCM	19.6 Yrs	CMDCM	N/A	CNIFR HQ/Region Staff, Major Command Billet: HQ CMDCM, CNIFR Region Staff Qualification: NEC 8CMC
23-26	ISCM ISCS	19.6 Yrs 16.8	CMDCM, CMC, CSC, CWO, DIRCOM, OCS	N/A	CNIFR HQ/Region Staff, COCOM, DIA, JIOC, NGA, ONI, USFF Billet: CMDCM, Unit LCPO/DLCPO Qualification: NEC 8CMC, CSC
20-23	ISCM ISCS ISC	19.6 Yrs 16.8 12.3	CMC, CSC, CWO, DIRCOM, Attaché	N/A	CNIFR HQ/Region Staff, COCOM, DIA, JIOC, NGA, ONI, SUB INTEL Billet: CMDCM Unit LCPO/DLCPO Embed Duty: NSW, CRS, Seabee, NCIS 4th MOB (3rd for Prior Service) Qualification: NEC 8CMC, CSC
16-20	ISCS ISC IS1	16.8 Yrs 12.3 7.9	CSC, CWO, DIRCOM	N/A	CNIFR Region Staff, CNO INTEL, COCOM, DIA, JIOC, NGA, ONI, SUB INTEL, Cyber Billet: Unit LCPO/DLCPO/LCPO/LPO Embed Duty: NSW, CRS, Seabee, NCIS Qualification: CSC
12-16	ISCS ISC IS1	16.8 Yrs 12.3 7.9	CSC, CWO, DIRCOM, Attaché	N/A	CNIFR Region Staff, COCOM, DIA, JIOC, NGA, ONI, SUB INTEL, Cyber Billet: Unit LCPO/DLCPO/LPO 3 rd MOB (2 nd for Prior Service) Qualification: CSC
8-12	ISC IS1 IS2	12.3 Yrs 7.9 3.6	DIRCOM	N/A	COCOM, CNO INTEL, DIA, JIOC, NCIS, NGA, OCEAN, ONI, SUB INTEL Billet: Analyst, DLCPO, or LPO Embed Duty: NSW, CRS, Seabee 2 nd MOB (1 st for Prior Service) Qualification: Warfare, Second NEC
4-8	IS1 IS2 IS3	7.9 Yrs 3.6 1.8	STA-21, OCS, DIRCOM	N/A	COCOM, DIA, JIOC, USFF, NGA, OCEAN, ONI, SUB INTEL, Cyber Billet: Analyst or LPO EMBED Duty: Note 4 2 nd MOB (1 st for Prior Service) Qualification: Warfare, ‘F’ schools



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1-4	IS2 IS3	3.6 Yrs 1.8	Naval Academy, NROTC, DIRCOM, OCS	N/A	COCOM, DIA, NGA, JCCENT, ONI, SUB INTEL Billet: Analyst EMBED Duty: Note 4 1 st MOB (for Non-Prior Service) Qualification: Warfare
1+/-	IS3 ISSN ISSA New Accession Training	1.8 Yrs		N/A	Automatic advancement to IS3 permitted. Member must complete IS 'A' and 'C' school and maintain TS/SCI clearance eligibility. Ref: BUPERSINST 1430.16 and NAVADMIN 200/17.

Notes:

1. "A" School required.
2. IS's must maintain a valid adjudicated TS/SCI security clearance.
3. PRD is typically limited to 36 months. Assignments to Cyber Units, Seal Team 17/18 or "fenced" units can extend beyond typical PRD limits due to additional screening and advanced training requirements. Performance during these extended tours within the NSW community are special screened and as they build credibility with operators are encouraged to stay and should be documented in their evaluations as remaining as subject matter experts.
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.
6. EIWS is no longer a CNIFR requirement. Only Sailors assigned or mobilized to units under Operational Commands with an approved program have an opportunity to qualify.
7. Reserve Units support their active duty counterparts by Sailors being on various type of orders for extended periods of time which allow multiple opportunities to fill enhancing, challenging assignments. This can hone Sailors analytic skills through focusing, further developing technical expertise. These various opportunities provide insight into intelligence planning, management, budgeting, manpower and the execution of intelligence administration and operations.
 - a. The successful completion of a challenging department or division leadership role (LPO/LCPO) at a Numbered Fleet MOC/MIOC, JIOC, JAC, or JOC is essential in developing the technical and leadership skills sought in senior enlisted ISs.
 - b. NSW support billets.
 - c. Centers of excellence.
 - d. Focused scope of work.
 - e. Successful completion is defined by the member earning competitive performance marks on their evaluations.
 - f. CI support billets



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8. Special consideration should be given to IS's who demonstrate rating involvement through participation in important rating modernization functions, including Occupational Standards Review, PQS Development, NTPP, NWP, Joint Publication revisions, Advancement Exam Review, Course Curriculum Development and Reviews.
9. Special consideration should be given to IS's who demonstrate leadership involvement through participation in the following leadership development training *PSEL, JEPD or NAPD*.
10. All IS's are expected to maintain technical expertise, while expanding rating knowledge. Fully qualified Sailors will be able to show a dynamic progression throughout their career by displaying success in challenging assignments commensurate with their paygrade. Successfully completing a tour at a command that possess a large summary group, especially where there is opportunity to lead peers and develop juniors, is recommended but not required.
11. Sailors should also have challenging command/department collateral duties and other qualifications that support command mission and leadership. They should be in positions that allow enlisted leaders the ability to develop subordinates and mentor them in proper career progression
12. NEC's include:

K070 - Intelligence Specialist A School (NEC Activated in Oct 2019)

K10A - Imagery Intelligence Analyst

K12A - Expeditionary Warfare Intelligence Analyst (Will sundown OCT 2019 as part of K36A est)

K13A - Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist

K23A - Strike Warfare Intelligence Analyst

K24A - Operational Intelligence (OPINTEL) Analyst (Will sundown OCT 2019 as part of K36A est)

K27A - Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst

K36A – Operational Intelligence Analyst (NEC Activated in OCT 2019)

K37A – All Source Intelligence Analyst-Intro to Cyber (NEC Activated in MAR 2019)

843A – Navy Debriefer

844A – Defense Strategic Debriefer

845A – Defense Interrogator

846A – Military Source Operations (MSO) Specialist

848A – CI/HUMINT Cyber Specialist

849A – Operational Support Specialist

Considerations for advancement from E6 to E7

Highly competitive/most fully qualified candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

- Demonstrated leadership and subordinate development utilizing technical expertise via earned platform PQS/watch qualifications, GEOINT Professional Certification (GPC) Proficiency Levels (PL) I-IV, Intelligence Fundamentals Proficiency Certification (IFPC), or other Navy Credentialing programs (i.e., Navy COOL)
- 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, C, and F 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 billet or platform assignment (Note 3 and 4); to include: COCOM, ONI, DIA, NSW, Expeditionary, Cyber, EMBED, etc.



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- 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)
- Cyber billets contain a unique perspective of OPINTEL for IS's who serve in Cyber Mission Force billets or 10th Fleet staff. Those assigned at staff level, should qualify as Fleet Intelligence Watch Officer, and break out as Directorate LPO. At the team level, National Mission Team (NMT), Combat Mission Team (CMT) or Combat Support Team (CPT), should be qualified as an All Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Operational Target Development Analyst (OTDA)

Considerations for advancement from E7 to E8

Highly competitive/most fully qualified candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Demonstrated leadership of subordinates and peer development utilizing technical expertise through earned platform PQS/watch qualifications, GPC PL I-IV, IFPC, or other Navy COOL programs
- 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
- Demonstrated rating SME in community engagements through participation in A, C, and F School TRRs, Reserve Intelligence Leadership Summit (RILS), OCCSTDs, AERRs, etc.
- Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Assignment as unit LCPO, especially where there are large summary groups and opportunity to lead peers and develop juniors



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- Diversity in billet or platform assignment (Note 3 and 4); to include: CNIFR HQ (TYCOM) or Regional Staff, LCPO of COCOM, ONI, DIA, NSW, Expeditionary, Cyber, EMBED, etc.
- Leader in Sailor 360 program and in CPO Initiation
- Held CPOA leadership position(s)
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer, SIGINT Watch Officer, Assistant Battle Watch Commander, and break out as Division or Directorate LCPO. At the team level, NMT, CMT or CPT, should be qualified as Lead All Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Lead Operational Target Development Analyst (OTDA)

Considerations for advancement from E8 to E9

Highly competitive/most fully qualified candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones:

- Demonstrated leadership of subordinate and peer development utilizing technical expertise through earned platform PQS/watch qualifications, GPC PL I-IV, IFPC, 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, C, and F 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
- 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 3 and 4); to include: CNIFR HQ (TYCOM) or Regional Staff, LCPO of COCOM, ONI, DIA, NSW, Expeditionary, Cyber, EMBED, etc.
- Leader in Sailor 360 program and in CPO Initiation
- Held CPOA leadership position(s)
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer (FIWO) and serve as the Directorate/Department LCPO. Qualify All Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) through formal schooling, and demonstrate technical proficiency via command/mission impact. Demonstrate leadership of dynamic collection efforts across multiple teams