Information Systems Technician (IT). Reserve ITs perform core and specialty functions of communications operations, message processing, end-user support, network and server administration, cybersecurity; establish, monitor, and maintain Radio Frequency (RF) communications systems; perform spectrum management within an area of responsibility; handle, store, and retrieve incoming and outgoing messages; ensure the proper security, handling, accounting, reporting, and control of Communications Security (COMSEC) assets; and perform maintenance, training, and management of unit-level information systems across platforms, fleets, and services.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ITCM	23.3 Yrs.	CMDCM	N/A	CNIFR HQ/Region Staff, Major Command or COCOM Billets: HQ CMDCM, CNIFR Region SEL/Staff Qualifications: NEC 8CMC, Warfare
23-26	ITCM ITCS	23.3 Yrs. 18	CMDCM, CWO, DIRCOM, CMC, CSC	N/A	CNIFR HQ/Region Staff, Major Command, IWC or EMBED Unit Billets: CMDCM, CSC, SEL, Unit LCPO, Staff, 4th MOB (3rd - 4th for Prior Service) Qualifications: 8CMC, 741A, 742A, SEA, PSEL, Warfare
20-23	ITCM ITCS ITC	23.3 Yrs. 18 14.4	CMDCM, CWO, DIRCOM, CMC, CSC, SEL	N/A	CNIFR HQ/Region Staff, IWC or EMBED Unit Billets: CMDCM, CSC, SEL, Unit LCPO, Security Manager, 3rd or 4th MOB (2nd or 3rd for Prior Service) Qualifications: 8CMC, 741A, 742A, SEA, PSEL, Warfare
16-20	ITCS ITC IT1	18 Yrs. 14.4 9.9	CWO, DIRCOM, CSC, SEL	N/A	CNIFR HQ/Region Staff, IWC or EMBED Unit Billets: Unit LCPO/LPO, DLCPO/LPO, Sysadmin, Security Manager, 3nd MOB (2nd for Prior Service) Qualifications: 746A, 741A, 742A, SEA, PSEL, Warfare
12-16	ITC IT1	14.4 Yrs. 9.9	CWO, DIRCOM, CMC, CSC, MECP, CSEL	N/A	CNIFR HQ/Region Staff, IWC or EMBED Unit Billets: Unit LCPO/LPO, DLCPO/LPO, Sysadmin, Security Manager Qualifications: 746A, 741A, 742A, Warfare
8-12	IT1 IT2	9.9 Yrs. 4	DIRCOM, MECP	N/A	CNIFR HQ/Region Staff, IWC or EMBED Unit Billets: Unit LPO, DLPO, Sysadmin, Security Manager, 2nd MOB (1st for Prior Service) Qualifications: 746A, 741A, 742A, Warfare
4-8	IT2 IT3	4 Yrs. 2.5	STA-21, MECP	N/A	CNIFR HQ/Region Staff, IWC or EMBED Unit Billets: DLPO, Sysadmin, Help Desk Supervisor, Help Desk Operator, 2nd MOB (1st for Prior Service) Qualifications: 745A, 746A, Warfare
1-4	IT3	2.5 Yrs.	STA-21, OCS	N/A	CNIFR HQ/Region Staff, IWC or EMBED Unit Billet: Help Desk Operator Duty: IWC (RPC 17) and embedded (non-RPC 17) units, 1st MOB (for Non-Prior Service) Qualifications: 745A, 746A
1+/-	ITSN ITSA 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.

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Notes:

1. "A" School is required under most circumstances. Exceptions are considered on a case-by-case basis and usually reserved for qualified PRISE-R or other qualifying program members. IT "C" School is highly desirable for this rating.

2. This is not a compressed rating.

3. The IT community is broadly distributed throughout RESFOR and therefore not all ITs are members of an Information Warfare Community (IWC/RPC 17) unit. Most ITs are embedded (EMBED) within non-RPC-17 units.

4. 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.

5. 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.

6. ITs are transitioning from the Information Assurance (IA) (DoD 8570) specialization to Cyber Security Workforce (CSWF) (DoD 8140) and levels of specialization will change. All ITs are expected to maintain proficiency as specified by DoD 8140 and National Institute of Standards and Technology (NIST) CSWF by earning a minimum of 40 Continuing Education Units (CEUs) annually as directed by NAVADMIN 084/15. All ITs should be CSWF coded in the Total Workforce Management Services (TWMS) under the "Cyber Security Workforce Info" function.

7. ITs are encouraged to consider self-study programs to enrich their academic rate knowledge and maintain technical proficiency. Programs are available through Navy Skillport (https://navycswf.skillport.com) or FedVTE (https://fedvte.usalearning.gov). Navy COOL vouchers for certification exams may be issued if the Sailor is pursuing credentials in a CSWF field as noted in TWMS Cyber Workforce Info. More information can be found on Navy COOL (https://www.cool.navy.mil/usn/cswf) under "Cyber IT/CSWF Workforce Model." Note: If a Sailor is not assigned a CSWF code in TWMS Cyber Workforce Info, they should immediately contact their training department.

8. Rating NECs: H00A - Enlisted Frequency Manager
    H01A - Joint Task Force (JTF) Spectrum Management Master Level
    H02A - Strategic SHF SATCOM Systems/WGS/DSCS Operator
    H03A - Tactical Support Communications (TSCOMM) Replacement Program System Operator
    H04A - Transmission System Technician
    H05A - Joint Force Air Component Commander (JFACC) System Administrator
    H06A - MQ-4C Unmanned Aircraft System (UAS) Mission Control System Administrator
    H07A - Applied Cyber Operations Master
    H08A - Advanced Network Analyst
    H09A - CANES AN/USQ-208(V) System Administrator/Maintainer
    H30A - Defensive Cyberspace Operations Analyst (DCOA)
    738A - Global Command and Control System-Maritime (GCCS-M) (Force Level 4.1) Increment 2 System Administrator
    739A - Global Command and Control System-Maritime 4.0.3 (GCCS-M 4.0.3) System Administrator
    741A - Information System Security Manager
    745A - Information Systems Technician
    746A - Information Systems Administrator

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

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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 or other Navy Credentialing and training programs (i.e., Navy COOL, Skillport, FedVTE).
- 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.
- Strong consideration should be given to Sailors that complete a rate-specific mobilization or other active duty assignment in support of fleet, joint, cyber, or special operations.
- Warfare qualified (Note 4).
- Served as LPO or divisional LPO for large unit or any periods of documented acting Unit LCPO duties.
- Diversity in billet or platform assignment including Information Warfare Community (IWC), NSW, Expeditionary, Cyber, EMBED, etc.
- 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 committee leadership positions.

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, or other Navy COOL, Skillport, or FedVTE technical training 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 through community engagements and participation in A, C, and F School TRRs, OCCSTDs, CNIFR Information Professional Symposium, etc.
- Strong consideration should be given to Sailors that complete a rate-specific mobilization or other active duty assignment in support of fleet, joint, cyber, or special operations.
- Warfare qualified (Note 4).
- 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 including IWC, NSW, Expeditionary, Cyber, EMBED, CNIFR HQ (TYCOM) or Regional Staff, etc.
- Leader in Sailor 360 program and CPO Initiation (i.e. Committee Lead/Chairperson).
- Held CPOA committee leadership positions.

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 subordinates and peer development utilizing technical expertise through earned platform PQS/watch qualifications, or other Navy COOL, Skillport, or FedVTE technical training 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.

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- Demonstrated rating SME through community engagements and participation in A, C, and F School TRRs, OCCSTDs, CNIFR Information Professional Symposium, selection as CNIFR Rating Advisor, etc.
- Strong consideration should be given to Sailors that complete a rate-specific mobilization or other active duty assignment in support of fleet, joint, cyber, or special operations.
- Warfare qualified (Note 4).
- 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 including IWC, NSW, Expeditionary, Cyber, EMBED, CNIFR HQ (TYCOM) or Regional Staff, etc.
- Leader in Sailor 360 program and in CPO Initiation (i.e. Season Lead/Chairperson, Final 18 Lead, etc.)
- Held CPOA committee leadership positions (i.e. Vice President/President)

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