IT CAREER PATH
TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)

Information Systems Technicians (IT) perform core and specialty functions of communications operations, message processing, network administration, and cybersecurity; secure, defend and preserve data, networks, net-centric capabilities, and other designated systems; implement security controls and defensive counter-measures; establish, monitor, and maintain Radio Frequency (RF) communications systems; perform spectrum management to support Joint, Fleet, and tactical communications; handle, store, and retrieve incoming and outgoing messages; build, configure, deploy, operate, and maintain information technology, networks and capabilities; perform network system administration, maintenance and training; manage, plan and coordinate unit-level Information Systems Security (ISS) and integration across platforms, fleets, and services; and ensure the proper security, handling, accounting, reporting, and control of Communications Security (COMSEC) materials, systems, and equipment.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	ITCM	21.5 Yrs	CSEL, CMC	36/36	7th Sea/Shore Tour Billet: CSEL, DLCPO Duty: Ship, REDCOM, CNRFC, CNAFR, NAVELSG
23-26	ITCM ITCS	21.5 Yrs 18.2	CSEL, CMC	36/36 36/36	6th Sea/Shore Tour Billet: CSEL, DLCPO Duty: Ship, REDCOM, CNRFC, NECC Units Qualification: IW, SW, AW, EXW, SEA, and unit specific
20-23	ITCM ITCS ITC	21.5 Yrs 18.2 13.7	CWO, CSEL, CMC, CSC	36/36 36/36 36/48	5th Sea/Shore Tour Billet: CSEL, DLCPO, ISSM, KMI Mgr Duty: NRC, Ship, REDCOM, CNRFC, CNAFR, NECC Units, Instructor Qualification: IW, SW, AW, EXW, SEA, MTS, and unit specific
16-20	ITCS ITC IT1	18.2 Yrs 13.7 8.6	CWO, OCS, MECP, CSEL, CSC, TAR-ISPP	36/36 36/48 36/48	4th Sea/Shore Tour Billet: DLCPO, LPO, ISSM, KMI Mgr Duty: NRC, Ship, NECC Units, NSW, REDCOM, CNRFC, CNAFR, Instructor, NCTAMS, CNIFR, JRIC Qualification: IW, SW, AW, EXW, SEA, CWO, MTS, and unit specific
12-16	ITCS ITC IT1	18.2 Yrs 13.7 8.6	LDO, CWO, OCS, MECP, CSEL, MACO, TAR-ISPP	36/36 36/48 36/48	3rd Sea/Shore Tour Billet: DLCPO, LPO, ISSM, KMI Mgr, Duty: NRC, Ship, NECC Units, NSW, REDCOM, CNRFC, CNAFR, Instructor, NCTAMS, CNIFR, JRIC Qualification: IW, SW, AW, EXW, SEA, CWO, MTS, and unit specific

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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
8-12	IT1 IT2	8.6 Yrs 3.0	LDO, MECP, MACO, OCS, TAR-ISPP	36/48 36/48 36/48	2nd Sea/Shore Tour Billet: LCPO, LPO, KMI Mgr Duty: NRC, Ship/Afloat Staff, NECC Units, NSW, Squadron, REDCOM, CNRFC, Instructor, NCTAMS, CNIFR, JRIC Qualification: IW, SW, AW, EXW, CWO, MTS, and unit specific
1-4	IT2 IT3	3.0 rs Accelerated Advancement Program	Naval Academy, NROTC, STA-21	36/48 48/36	1st Sea/Shore Tour Billet: Tech Control, Msg Cntr, Help Desk Operator Duty: NRC, Ship, NECC Units, Squadron, CNRFC, NCTAMS, CNIFR, JRIC Qualification: IW, SW, AW, EXW, IT Modules, and unit specific
1+/-	IT3 ITSN Accession Training	Accelerated Advancement Program		48/36	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

1. "A" School is required.

2. Sea/Shore flow rotation for IT is 48/36 first tour and 36/36 all subsequent tours. A well-diversified history of assignments CONUS and OCONUS (when available) are a critical part in the path to promotion.

3. Sea duty assignments, particularly hard to fill arduous billets, are demanding and provide Sailors with a more traditional career path. Career enhancing sea duty tours should include leadership positions such as LPO, department/branch/division LCPO, and departmental LCPO.

4. CONUS Shore duty assignments include Navy Reserve Centers (NRC), Naval Reserve Readiness Command (REDCOM), Navy Reserve Professional Development Center (NRPDC), Information Warfare Training Center (IWTC), NCTAMS, Commander, Navy Information Forces Reserve (CNIFR), Joint Reserve Intelligence Centers (JRIC), Navy Expeditionary Combat Command (NECC) and supporting group level commands, Aviation Support Wings, Commander Navy Air Force Reserve (CNAFR), as well as Commander Navy Reserve Forces Command (CNRFC).

5. CONUS and OCONUS sea duty assignments include ship platforms (CG, DDG, LHA, LHD, LSD, LPD), NECC units (MSRON, NMCB, NELR, NCHB, and EOD units), Naval Special Warfare units (SEAL Teams) and aviation squadron platforms.. Sea duty assignments are extremely challenging and should be considered when selecting next duty assignment. Multiple tours on the same platform type should not be looked at unfavorably.

6. While there are many challenging sea/shore assignments in the IT community, Expeditionary communications support assignments are highly recommended due to their high OPTEMPO. Expeditionary assignments include Navy Expeditionary Combat Command (NECC) and Naval Special Warfare (NSW). Though billets are limited, Sailors should consider serving at least one tour in an Expeditionary communications support billet. Initial tours and subsequent tours should not be looked at unfavorably due to the specialized training and skills required for assignments.

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7.   Master Training Specialist qualification should be obtained by those assigned to Instructor Duty when the opportunity is available.

8.   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 1414.1 Series for information related to the EIWS Program.

9.   TAR ITs can qualify for multiple warfare specialist designations and are required to do so when assigned to units eligible for qualifications.

10.   TAR ITs may be released to fill RDC/CSEL billets on a limited basis. Release to these programs will depend on current manning and billet alignment.

11.   IT E4 and junior shall be advanced per MILPERSMAN 1510-030.

12.   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
   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
   742A   Network Security Vulnerability Technician
   745A   Information Systems Technician
   746A   Information Systems Administrator

Considerations for advancement from E6 to E7
NOTE: *Advanced Leader Development Course (ALDC) is a requirement for advancement to E-7.*

1.   Sea Assignments: Sea duty tours are onboard surface units.   Any deployable Naval Special Warfare and NECC unit level (NMCB, MSRON, NELR, NCHB, EOD) assignments are also considered sea duty and candidates are carefully screened prior to assignment. CNAFR Squadrons are to be considered as Sea Duty.
   • Should show strong documented leadership results serving as LPO, Watch Supervisor, or other key leadership positions
   • Should show strong documented technical knowledge in assigned billet
   • Demonstrate operational and/or command-wide impact
   • If the opportunity is available, qualify/requalify in the respective warfare area for where the Sailor is stationed. Extra consideration should be made for additional command-centric qualifications.
   • Command collateral duties with documented impact
   • Contribute to IT rating improvement by participating in one or more of the following events: (OCCSTDS, AERR, MPT, JDTA, TRR, PQS Workshop, etc.)
   • Serve as a Training Team (CSTT, 3MTT, etc) leader/member with documented impact
   • 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

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2.   Shore Assignments: Shore duty billets are primarily at NRCs, REDCOMs, CNRFC, CNAFR, NRPDC, NCTAMS, CNIFR, JRICs, NECC Group level commands, and at Operational shore sites.

- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Should show strong documented leadership results serving as LPO, Watch Supervisor or other key leadership positions
- Should show strong documented technical knowledge in assigned billet
- Demonstrate operational and/or command-wide impact
- Command collateral duties with documented impact
- 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
- Demonstrate operational and/or command-wide impact, and especially command completion of qualifications (ex. Leader Development Continuum, NRA PQS, professional certifications (ex. USMAP, Navy Cool Certifications, Lean Six Sigma)

Considerations for advancement from E7 to E8
NOTE: *Chief Petty Officer Leader Development Course (CPO-LDC) is a requirement for advancement to E-8.*

1.   Sea Assignments: Sea duty tours are onboard surface units.   Any deployable Naval Special Warfare and NECC unit level (NMCB, MSRON, NELR, NCHB, EOD) assignments are also considered sea duty and candidates are carefully screened prior to assignment. CNAFR Squadrons are to be considered as Sea Duty.Special consideration should be given to those serving in Command Senior Enlisted billets with documented leadership and Fleet impact.

- Should show strong documented leadership results serving as a LCPO or in other key leadership positions
- Should show strong documented technical knowledge in assigned billet
- Demonstrate operational and/or command-wide impact
- Qualify/Requalify in the respective warfare area for where the Sailor is stationed. Extra consideration should be made for additional command-centric qualifications.
- Command collateral duties with documented impact
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Contribute to IT rating improvement by participating in one or more of the following events: (OCCSTDS, AERR, MPT, JDTA, TRR, PQS Workshop, etc.)
- Serve as a Training Team (CSTT, 3MTT, etc) leader/member with documented impact
- Sailor 360 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

2.   Shore Assignments: Shore duty billets are primarily at NRCs, CNRFC, NRPDC, NCTAMS, CNIFR, JRICs and at Operational shore sites. Special consideration should be given to those serving in Command Senior Enlisted billets with documented leadership and Fleet impact.

- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Should show strong documented leadership results serving as a LCPO or in other key leadership positions
- Should show strong documented technical knowledge in assigned billet
- Command collateral duties with documented impact
- CPOA 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

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- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Demonstrate operational and/or command-wide impact, and especially command completion of qualifications (ex. Leader Development Continuum, NRA PQS, professional certifications (ex. USMAP, Navy Cool Certifications, Lean Six Sigma)
- Completion of the Senior Enlisted Academy (SEA), service equivalent and the Reserve Senior Enlisted Management (RSEM), and/or CPO Leader Development Course should be highly considered when evaluating Senior Enlisted personnel

Considerations for advancement from E8 to E9
NOTE: *Senior Enlisted Academy (SEA) is a requirement for advancement to E-9.*

1.   Sea Assignments: Sea duty tours are onboard surface units. Any deployable Naval Special Warfare and NECC unit level (NMCB, MSRON, NELR, NCHB, EOD) assignments are also considered sea duty and candidates are carefully screened prior to assignment. CNAFR Squadrons are to be considered as Sea Duty. Special consideration should be given to those serving in these challenging sea duty billets with documented leadership and Fleet impact.
- Should show strong documented leadership results serving as a DLCPO or in other key leadership positions
- Should show strong documented technical knowledge in assigned billet
- Qualify/Requalify in the respective warfare area for where the Sailor is stationed. Extra consideration should be made for additional command-centric qualifications.
- Command collateral duties with documented impact
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Contribute to IT rating improvement by participating in one or more of the following events: (OCCSTDS, AERR, MPT, JDTA, TRR, PQS Workshop, etc.)
- Serve as a Training Team (CSTT, 3MTT, etc) leader/member with documented impact
- Sailor 360 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

2.   Shore Assignments: Shore duty billets are primarily at CNRFC. Special consideration should be given to those serving in Command Senior Enlisted billets with documented leadership and Fleet impact.
- Should show strong documented leadership results serving as a SEL, DLCPO, or in other key leadership positions
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Should show strong documented technical knowledge in assigned billet
- Command collateral duties with documented impact
- CPOA 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
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Demonstrate operational and/or command-wide impact, and especially command completion of qualifications (ex. Leader Development Continuum, NRA PQS, professional certifications (ex. USMAP, Navy Cool Certifications, Lean Six Sigma)Completion of the Senior Enlisted Academy (SEA), service equivalent and the Reserve Senior Enlisted Management (RSEM), and/or CPO Leader Development Course should be highly considered when evaluating Senior Enlisted personnel

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