



## 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.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE ROTATION</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	ITCM	21.5 Yrs	CSEL, CMC	36/36	7 <sup>th</sup> Sea/Shore Tour Billet: CSEL, DLCPO Duty: NRC, Ship, RCC, CNRFC
23-26	ITCM ITCS	21.5 Yrs 18.2	CSEL, CMC	36/36 36/36	6 <sup>th</sup> Sea/Shore Tour Billet: CSEL, DLCPO Duty: NRC, Ship, RCC, CNRFC, MSRON 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	5 <sup>th</sup> Sea/Shore Tour Billet: CSEL, DLCPO, ISSM, KMI Mgr Duty: NRC, Ship, REDCOM, CNRFC, Operational Shore Staff, MSRON, 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	4 <sup>th</sup> Sea/Shore Tour Billet: DLCPO, LPO, ISSM, KMI Mgr Duty: NRC, Ship, MSRON, Operational Shore Staff, REDCOM, CNRFC, 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	3 <sup>rd</sup> Sea/Shore Tour Billet: DLCPO, LPO, ISSM, KMI Mgr, Duty: NRC, Ship, MSRON, Operational Shore Staff, REDCOM, CNRFC, Instructor, NCTAMS, CNIFR, JRIC Qualification: IW, SW, AW, EXW, SEA, CWO, MTS, and unit specific



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8-12	IT1 IT2	8.6 3.0	LDO, MECP, MACO, OCS, TAR-ISPP	36/48 36/48 36/48	2 <sup>nd</sup> Sea/Shore Tour Billet: LCPO, LPO, KMI Mgr Duty: NRC, Ship/Afloat Staff, MSRON, Squadron, NR REDCOM, CNRFC, Instructor, NCTAMS, CNIFR, JRIC Qualification: IW, SW, AW, EXW, CWO, MTS, and unit specific
1-4	IT2 IT3	3.0 Yrs 1.4	Naval Academy, NROTC, STA-21	36/48 48/36	1 <sup>st</sup> Sea/Shore Tour Billet: Tech Control, Msg Cntr, Help Desk Operator Duty: NRC, Ship, MSRON, Squadron, CNRFC, NCTAMS, CNIFR, JRIC Qualification: IW, SW, AW, EXW, IT Modules, and unit specific
1+/-	IT3 ITSN Accession Training	9 Months		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. 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), as well as the Commander, Navy Reserve Forces Command (CNRFC) located in Norfolk, VA.
3. CONUS and OCONUS sea duty assignments include CG, DDG, LCC, LHD, LSD and squadron platforms, and are available across all paygrades. 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.
4. While there are many challenging sea/shore assignments in the IT Community, MSRON communications support assignments are highly recommended due to their high OPTEMPO. MSRON assignments include Coastal Riverine Squadron, Naval Special Warfare, Naval Construction Battalions, and Explosive Ordnance Disposal Units.
5. Master Training Specialist qualification should be obtained by those assigned to Instructor Duty when the opportunity is available.
6. 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 1414.1C for information related to the EIWS Program.
7. TAR ITs can qualify for multiple warfare specialist designations and are required to do so when assigned to units eligible for qualifications.



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8. 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.

9. 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:** *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) is a requirement for advancement to E-6 and E-7 respectively.*

1. Sea Assignments: Sea duty tours are onboard surface units. MSRON assignments are also considered sea duty and candidates are carefully screened prior to 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
- If the opportunity is available, qualify/requalify ESWS/EIWS with extra consideration for additional warfare qualifications
- 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

2. Shore Assignments: Shore duty billets are primarily at NRCs, CNRFC, NRPDC, NCTAMS, CNIFR, JRICs 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



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- 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. MSRON assignments are also considered sea duty and candidates are carefully screened prior to assignment. 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 ESWS/EIWS with extra consideration for additional warfare qualifications
- 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

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
- 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. MSRON assignments are also considered sea duty and candidates are carefully screened prior to assignment. 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 ESWS/EIWS with extra consideration for additional warfare qualifications



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- 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
2. Shore Assignments: Shore duty billets are primarily at CNRF. 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