



ITE CAREER PATH (SS)



Information Systems Technicians, Submarine, Electronic Warfare (ITE) receive extensive training in the operation and maintenance of advanced electronic equipment and computers used in submarine systems. Perform a variety of technically intensive duties, both afloat and ashore, associated with processing and interpreting RADAR emissions for tactical and strategic value. They operate Electronic Intelligence (ELINT)/Electronic Support (ES) receiving/processing systems and peripheral equipment to provide threat assessments, situational awareness and Indications and Warnings (I&W) in addition to formulating Electronic Attack (EA) techniques and tactics. Responsible for the operation, routine care, repair, and management of local databases, local area networks (LAN), complex electronic and electro-mechanical, and electronic warfare equipment. ITE personnel are a vital element in the information transfer with state-of-the-art multi-media technology such as fiber optics, digital, microwave, and tactical and commercial satellites on a global basis. They operate, manage, and provide hardware and software support to Automated Information Systems (AIS) to include mainframes, microcomputers, Local Area Networks, Wide Area Networks, and telecommunication systems. Apply diagnostic and restoration techniques utilizing knowledge of electronic and operation system theory. ITE advises on capabilities, limitations, and equipment condition, implements production control procedures including input/output quality control support, implements and monitors security protocols, and performs assigned mission organizational level maintenance and repair of Command, Control, Computer, and Intelligence Systems. 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. ITE personnel also aid in the safe operation of the Submarine while transiting on the surface or at periscope depth.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ITECM	21.4 Yrs	FORCM, COB/CMC Program, CSEL	36	4 th Shore Tour Billet: CSEL Duty: TYCOM/GRP/SQD/SRS/ISSM/NPC/BUPERS
23-26	ITECM ITECS	21.4 Yrs 16.7	FORCM, COB/CMC Program, CSEL	36	4 th Sea Tour Billet: COB/3MC/CSEL Duty: Submarine Qualification: DOOW/COW/ Pilot/DCPO
20-23	ITECM ITECS ITEC	21.4 Yrs 16.7 13.2	CWO, COB/CMC Program, CSEL, ECM	36	3 rd Shore Tour Billet: ECM/SEA/ISSO/CSEL/TRE/IMF/ Instructor Duty: TYCOM/GRP/SQD/SRS/ NPC/BUPERS Qualification: MTS/ EIWS
14-20	ITECS ITEC ITE1	16.7 Yrs 13.2 7.2	CWO, OCS, MECP, CSEL, COB	36	3 rd Sea Tour Billet: COB/3MC/LCPO/ ISSO/CSEL Duty: Submarine Qualification: COB/DOOW/COW/Pilot/DCPO/EW Supervisor/MCO
12-14	ITECS ITEC ITE1	16.7 Yrs 13.2 7.2	LDO E7 and above, E6 Board Eligible, OCS, MECP, CSEL	36	2 nd Shore Tour Billet: Instructor/LCPO/ISSO Duty: TYCOM/GRP/SQD /SRS/ Watchfloor/BCA/IMF/School House/ SSEP Qualification: MTS/ EIWS/Groom Team Leader
8-12	ITEC ITE1 ITE2	13.2 Yrs 7.2 3.1		48	2 nd Sea Tour Billet: LCPO/LPO/ISSO Duty: Submarine/Submarine Tender Qualification: COW/ Pilot/DCPO/EW Supervisor /SYSADMIN Intermediate/ MCO



ITE CAREER PATH (SS)



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4-8	ITE1 ITE2 ITE3	7.2 Yrs 3.1 1.4	STA-21, OCS, MECP	36	1 st Shore Tour Billet: Instructor/RDC/FLT Support Duty: School Hous RTC/GRP/SQD/ Shipyard/SSEP / IMA/BCA Watchfloor /BCA SYSADMIN/IMF Qualification: MTS/ ESM Groomer/ EIWS/SYSADMIN Intermediate
1-4	ITE2 ITE3	3.1 Yrs 1.4	Naval Academy, NROTC	54	1 st Sea Tour Billet: EW Operator Duty: Submarine Qualification: Submarine Warfare/EW Operator/RADAR Operator/COMSEC User/BDW/POOD/EW Analyst/ SYSADMIN Basic
1+/-	ITESN ITESR Accession Training	1.1 Yrs			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command

Notes:

- On 1 June 2020 the ETR and ITS ratings were combined into a single ITS rating with two distinct specialized career paths (ITS-COMMS and ITS-EW). On November 2023, The ITS-COMMS and ITS-EW were split into three distinct specialized paths (ITE (ELECTRONIC WARFARE), ITR (COMMS) and ITN (NETWORK)).
- Enlisted Warfare pins are expected when available to include insignias such as the Master Training Specialist, deep submergence pin and small boat officer/petty officer in charge of small craft. As of the release of COMNAVIFORINST 1414.1C, EIWS is not mandatory but should remain a factor of consideration when identifying "Best Qualified" candidates for advancement.
- CYBER TECH (In Port) and CYBER OPS (At Sea) qualification requirements are combined therefore if one or the other is listed, qualifications for both are considered to be met.
- Special considerations for BEST QUALIFIED should be made for E7 to E8 AND E8 to E9 candidates who have volunteered for rating community enhancing efforts such as Selection Boards, AERRs, Occupational Standards Reviews, JDTAs, and Program Reviews.
- Personnel in a Designator-8 status are disqualified from Submarine service, are not eligible for advancement, and are not reassigned to Submarines without prior approval of NAVPERSCOM.
- Acronyms:

BCA:	Broadcast Control Authority
COB:	Chief of the Boat
CSEL:	Command Senior Enlisted Leader
COW:	Chief of the Watch
CUS:	Commander Undersea Surveillance
DCPO:	Duty Chief Petty Officer
DOOW:	Diving Officer of the Watch
ES:	Electronic Support
EIWS:	Enlisted Information Warfare Specialist
IMF:	Intermediate Maintenance Facility



ITE CAREER PATH (SS)



ISSO:	Information Systems Security Officer
SYSADMIN:	System Administrator
CYBER OPS:	Cyber Operator
CYBER TECH:	Cyber Technician
SSEP:	Submarine Surveillance Equipment Program
BDW:	Below Decks Watch
POOD:	Petty Officer of the Deck
TRE:	TYCOM Readiness Evaluation
CWF:	Cyberspace Workforce
AERR:	Advancement Exam Readiness Review
JDTA:	Joint Duty Task Analysis

7. Rating NECs:

745A:	Information Systems Technician
T13A:	SSN 774 and SSGN 726 Class Electronic Warfare Support (ES) Equipment Maintenance Tech
T15A:	SSBN Class Electronic Warfare Support (ES) Equipment Maintenance Technician
T17A:	SSN 21 and SSN 688 Class Electronic Warfare Support (ES) Equipment Maintenance Technician
T28A:	SSN/SSGN AN/BLQ-10A (V) Submarine Electronic Warfare Support (ES) Equipment Operator
T29A:	SSN/SSBN AN/WLR-8(v) Submarine Electronic Warfare Support (ES) Equipment Operator
711B:	IUSS Maintenance Technician
8SEA:	Senior Enlisted Academy

8. Advancement in the ITE rating is enhanced by superior performance documented in the candidate's evaluations for the following:

- a. Command Impact
- b. Inspection performance/results
- c. Squadron rankings
- d. Command rankings
- e. Critical Billets (TYCOM/GRP/ISIC/Forward Deployed Naval Forces/Oversea)
- f. Squadron recognized unit awards
- g. Significant Contributions to rating (AERR, TRR, Instructor, Inspection Team)
- h. Having served successfully as the Department LCPO at sea (Minimum 12 months).
- i. TYCOM, GROUP, ISIC, Shore Command Leading/Department LCPO

Consideration for advancement from E6 to E7

- **FULLY QUALIFIED:**
 - If they have served as an LPO for greater than 12 months, AND
 - Have the following qualification: EW Operator and EW Analyst.
- **BEST QUALIFIED:**
 - If they meet the FULLY QUALIFIED standard, AND
 - Are qualified COW (688/SSBN/SSGN) or Duty Chief (VACL), AND
 - Are qualified EW Supervisor, AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

For candidates whose rating has been affected by the ITS Rate Merger (June 2020) and subsequent ITS Rate Split (2024), the board MUST take a holistic review of the Sailor's record when determining if they are FULLY and BEST QUALIFIED, since it is understood that not all candidates had the opportunity to meet those qualification or NEC standards. Board members must consider the current or previous duty assignment to determine if the Sailor had the ability to obtain those standards.



ITE CAREER PATH (SS)



CYBER TECH/OPS is recommended for all CWF members, therefore candidates who have completed qualification requirements should be considered.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for fully and best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

For candidates who have only served on one Submarine, i.e., follow on sea tours were at Special Projects or at a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates serving or who have served as a 3MC for greater than 12 months have met the standard for having served as an LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

Special consideration should be given to those candidates who are serving, or who have served at a Broadcast Control Authority (BCA) and who have qualified and stood Communications Watch Officer (CWO). This is a challenging shore assignment with increased leadership responsibility and fleet impact.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:

Detachment UR&D:

Fully QUALIFIED if they have served as an LPO AND are qualified either STBD Tethered Management System (TMS), OR ROV Pilot, OR Port Payload (PPHL), or Mission Navigation Watch, OR EES1 Technician.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either Mission Duty Chief (MMP DCPO) or COW/DCPO as stated above.

Detachment TRITON:

FULLY QUALIFIED if they have served as an LPO AND are qualified Mission Watch Supervisor (MWS).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are qualified Mission Control Officer (MCO) or COW/DCPO as stated above.

Detachment POSEIDON:

FULLY QUALIFIED if they have served as an LPO AND are qualified Mission Watch Supervisor (formerly Projects Watch Supervisor (PWS)).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either MCO or COW/DCPO as stated above.

UIC 45242, 60162, and 60163:

FULLY QUALIFIED if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Specialist and Command Duty Officer (CDO) (Ship's DCPO equivalent). BEST



ITE CAREER PATH (SS)



QUALIFIED status should be given to those Sailors qualified Mission Control Officer (MCO) (COW equivalent).

UIC 4000Y:

FULLY QUALIFIED if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Pilot and Command Duty Officer (CDO) (Ship's DCPO equivalent). BEST QUALIFIED status should be given to those Sailors qualified Command and Control Watch Officer (C2WO)

Consideration for advancement from E7 to E8

- FULLY QUALIFIED:
 - If they have served as a LCPO for 12 months, AND
 - Are qualified COW (688\SSBN\SSGN) or Duty Chief (VACL), AND
 - Are qualified EW Supervisor.
- BEST QUALIFIED:
 - If they meet the FULLY QUALIFIED standard, AND
 - Are qualified DOOW (688/SSBN/SSGN) or PILOT (VACL), AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

For candidates whose rating has been affected by the ITS Rate Merger (June 2020) and subsequent ITS Rate Split (2024), the board MUST take a holistic review of the Sailor's record when determining if they are FULLY and BEST QUALIFIED, since it is understood that not all candidates had the opportunity to meet those qualification or NEC standards. Board members must consider the current or previous duty assignment to determine if the Sailor had the ability to obtain those standards.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for fully and best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

For candidates who have only served on one Submarine, i.e., follow on sea tours were at Special Projects or at a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates serving or who have served as a 3MC for greater than 12 months have met the standard for having served as an LPO or LCPO.

Special consideration should be given to those candidates who are serving, or who have served at a Broadcast Control Authority (BCA) and who have qualified and stood Communications Watch Officer (CWO). This is a challenging shore assignment with increased leadership responsibility and fleet impact.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:

Detachment UR&D:

Fully QUALIFIED if they have served as an LCPO.



ITE CAREER PATH (SS)



BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Mission Duty Chief (MMP DCPO), Mission Watch Supervisor, and Research Duty Officer or DOOW/PILOT as stated above.

Detachment TRITON:

FULLY QUALIFIED if they have served as a Cadre LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are qualified Mission Control Officer (MCO) or DOOW/PILOT as stated above.

Detachment POSEIDON:

FULLY QUALIFIED if they have served as Cadre LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either MCO or DOOW/PILOT as stated above.

UIC 45242, 60162, and 60163:

FULLY QUALIFIED if they have served as an LCPO. BEST QUALIFIED status should be given if they are qualified the following: Mission Control Officer (MCO) (COW equivalent) and Command Duty Officer (Ship's DCPO equivalent).

UIC 4000Y:

FULLY QUALIFIED if they have served as an LCPO. BEST QUALIFIED status should be given if they are qualified the following: Command and Control Watch Officer (C2WO), (COW equivalent), and Command Duty Officer (Ship's DCPO equivalent).

Consideration for advancement from E8 to E9

- FULLY QUALIFIED:
 - If they have served as a LCPO for 12 months, AND
 - Are qualified DOOW (688\SSBN\SSGN) or Pilot (VACL), AND
 - Are qualified EW Supervisor.
- BEST QUALIFIED:
 - If they meet the FULLY QUALIFIED standard, AND
 - Are qualified Chief of the Boat, AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

For candidates whose rating has been affected by the ITS Rate Merger (June 2020) and subsequent ITS Rate Split (2024), the board MUST take a holistic review of the Sailor's record when determining if they are FULLY and BEST QUALIFIED, since it is understood that not all candidates had the opportunity to meet those qualification or NEC standards. Board members must consider the current or previous duty assignment to determine if the Sailor had the ability to obtain those standards.

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For candidates who have only served on one Submarine, i.e., follow on sea tours were at Special Projects or at a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.



ITE CAREER PATH (SS)



For candidates who have converted into the submarine force, the board **MUST** consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are **BEST QUALIFIED** since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates serving or who have served as a 3MC for greater than 12 months have met the standard for having served as an LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

UIC 4000Y, 45242, 60162, and 60163:

FULLY QUALIFIED and **BEST QUALIFIED** status should be given if they are qualified Chief of the Boat.