



ITR CAREER PATH (SS)



<p>Information Systems Technicians, Submarine, Communications (ITR) receive extensive training in the operation and maintenance of advanced electronic equipment and computers used in submarine communication systems networks. Responsible for the operation, routine care, repair, and management of local databases, local area networks (LAN), complex electronics, exterior communications systems and their infrastructure, and communications computers. They operate, maintain, repair, and test exterior communications equipment onboard submarines and maintain and manage the ship's cryptographic material at sea. ITR assists the Communications Officer in all aspects of communications. Ashore they can serve as instructors of basic electronics, electronics maintenance, equipment operators, and communication practices. They also serve as broadcast authority support personnel at various sites globally.</p>					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ITRCM	21.3 Yrs	FORCM, COB/CMC Program, CSEL	36	4 th Shore Tour Billet: CSEL Duty: TYCOM/GRP/SQD/ NPC/BUPERS
23-26	ITRCM ITRCS	21.3 Yrs 16.7	FORCM, COB/CMC Program, CSEL	36	4 th Sea Tour Billet: COB/CSEL Duty: Submarine/ Submarine Tender Qualification: DOOW/COW/Pilot DCPO/RADIO Supervisor/ISSO
20-23	ITRCM ITRCS ITRC	21.3 Yrs 16.7 13	CWO, CSEL, ECM, COB/CMC Program	36	3 rd Shore Tour Billet: ECM/CSEL/Instructor/ GRP/SQD/ NPC/BUPERS/CSEL Duty: Staff/School House Qualification: MTS/EIWS
16-20	ITRCS ITRC ITR1	16.7 Yrs 13 7.4	LDO, CWO, OCS, MECP, CSEL, COB	36	3 rd Sea Tour Billet: COB/3MC/LCPO/CSEL Duty: Submarine/Submarine Tender Qualification: COB/DOOW/COW/ Pilot / DCPO / RADIO Supervisor/MCO/ISSO
12-16	ITRCS ITRC ITR1	16.7 Yrs 13 7.4		36	2 nd Shore Tour Billet: Instructor/GRP/SQD/ BCA Watch Floor Duty: School House/Staff Qualification: MTS/EIWS
8-12	ITRC ITR1 ITR2	13 Yrs 7.4 3.4		48	2 nd Sea Tour Billet: LCPO/LPO Duty: Submarine/Submarine Tender Qualification: COW/Pilot/DCPO/ RADIO Supervisor/KOAM/ SYSADMIN Intermediate/MCO
4-8	ITR1 ITR2 ITR3	7.4 Yrs 3.4 1.5	STA-21, OCS, MECP	36	1 st Shore Tour Billet: Instructor/RDC/BCA Watch Floor Duty: School House/RTC/Staff Qualification: MTS/EIWS/ SYSADMIN Basic/CWO
1-4	ITR2 ITR3	3.4 Yrs 1.5	Naval Academy, NROTC	48	1 st Sea Tour Billet: Operator/Technician Duty: Submarine Qualification: Submarine Warfare/ Radio Operator/ COMSEC User/BDW/ POOD/ SYSADMIN Basic



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1+/-	ITRSN ITRSA Accession Training	1 Yr			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
CRE:	Combat Readiness Evaluation
DCPO:	Duty Chief Petty Officer
DOOW:	Diving Officer of the Watch
ES:	Electronic Support
ISSO:	Information Systems Security Officer
EIWS:	Enlisted Information Warfare Specialist
IMF:	Intermediate Maintenance Facility
KMI:	Key Management Infrastructure
KOAM:	KMI Operating Account Manager
NOPF:	Navy Ocean Processing Facility
NDC:	Navy Data Center
RMOW:	Radioman of the Watch
BDW:	Below Decks Watch
POOD:	Petty Officer of the Deck
CYBER OPS:	Cyber Operator
CYBER TECH:	Cyber Technician
CWF:	Cyberspace Workforce
AERR:	Advancement Exam Readiness Review
JDTA:	Joint Duty Task Analysis



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7. Rating NECs:

744A: Low Band Universal Communication System Transmit Terminal Equipment Operator/Maintainer
745A: Information Systems Technician
T11A: Common Submarine Radio Room (CSRR) Maintenance Technician
T12A: Common Submarine Radio Room (CSRR) Equipment Operator
T32A: Submarine Communications Leading Chief Petty Officer
711B: IUSS Maintenance Technician
8SEA: Senior Enlisted Academy

8. Advancement in the ITR 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 qualifications:
 1. Radio Supervisor (SSBN only), AND
 2. RMOW (688/SSGN/VACL), AND
 3. KOAM.
- **BEST QUALIFIED:**
 - If they meet the FULLY QUALIFIED standard, AND
 - Are qualified COW (688/SSBN/SSGN) OR Duty Chief (VACL), AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

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.

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.

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.

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

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



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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.

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 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 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 an LCPO and KOAM for 12 months, AND
 - Are qualified COW (688\SSBN\SSGN) or Duty Chief (VACL).
- BEST QUALIFIED:
 - If they meet the FULLY QUALIFIED standard, AND
 - Are qualified DOOW (688\SSBN\SSGN) or PILOT (VACL), AND
 - Hold NEC T32A, Submarine Communications Leading Chief Petty Officer, AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or a Submarine Tender, the board, MUST carefully weigh their achievements and demonstrated leadership when



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determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

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 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.

The following qualification equivalents apply to Sailors serving at the identified Special Project:

Detachment UR&D:

Fully QUALIFIED if they have served as an LCPO.

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 an LCPO and KOAM for 12 months, AND
 - Are qualified DOOW (688\SSBN\SSGN) or PILOT (VACL).



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- **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 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.

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 converted into the submarine force, the board **MUST** consider the Sailors 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 who are serving, or who have served as a 3MC for greater than 12 months, have met the standard for having served as a 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.