



NC (CRF) CAREER PATH

The NC (Career Recruiting Force) rating is not open to the incoming recruit. This rating requires a thorough knowledge of the Navy organization, including personnel and administrative procedures and policies. This rating only accepts second class petty officers and above, it is not open to first-term enlistees. A service member who intends to apply for this rating must have experienced the total environment of the Navy in addition to possessing the 803R (recruiter) NEC. The individual's background must clearly indicate familiarity with sea duty, first-hand knowledge of varied aspects of Navy life and duties gained through participation in a wide range of activities and assignments, a high level of leadership as well as comprehension of diverse assigned duties. Duties performed by NC's include: interviewing personnel; career counseling; preparing and delivering presentations; organizing, training, motivating and managing an aggressive career information program; establishing and maintaining liaison with military and civilian agencies; recruit civilian personnel into the Navy.

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/ShORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|-------------------------|--------------------------|--------------------------------|--|-----------------------|--|
| 26-30 | NCCM | 22 Yrs | CSEL | Not Defined | 7th Shore Tour (CONUS) Billet: National Chief Recruiter, Region Chief Recruiter, Chief Recruiter, Detailer, ECM TechAd Duty: CNRC/Region Staff/ NRD/NTAG/NPC/BUPERS/ RQUAT |
| 24-26 | NCCM NCCS | 22 Yrs 18 | CSEL | Not Defined | 6 th Shore Tour (CONUS) Billet: 2 nd Tour Chief Recruiter, Assistant Chief Recruiter. Duty: NRD/NTAG /TAOC/ CNRC/NORU/RQUAT Qualification: CSEL |
| 20-24 | NCCM NCCS NCC | 22 Yrs 18 13.5 | CWO, CSEL, CSC | Not Defined | 5 th Shore Tour (CONUS) Billet: 1 st Tour Chief Recruiter, Assistant Chief Recruiter, RTI, Region/Command Trainer, Instructor Duty: CNRC/NRD/ NTAG/TAOC/NORU Qualification: Chief Recruiter |
| 16-20 | NCCS NCC NC1 | 18 Yrs 13.5 9.1 | LDO, CWO, OCS, MECP, CSC | Not Defined | 4 th Shore Tour (CONUS) Billet: Assistant Chief Recruiter, RTI, Region/Command Trainer, DLCPO, Instructor Duty: NRD/NTAG/TAOC /CNRC/NORU Qualification: ACR/MTS/Senior Enlisted Academy |
| 12-16 | NCCS NCC NC1 | 18 Yrs 13.5 9.1 | | Not Defined | 3 rd Shore Tour (CONUS) Billet: RTI, Region/Command/District Trainer, CCEM, DLCPO, LPO/LCPO, Officer Recruiter, DEPCO Duty: NRD, NTAG, TAOC Qualification: RTI/ CT |
| 8-12 | NCC NC1 NC2 | 13.5 Yrs 9.1 4.9 | | Not Defined | 2 nd Shore Tour (CONUS) Billet: DLCPO, LPO/LCPO, District Trainer, Hometown Medical Recruiter, Officer Recruiter, DEPCO Duty: NRD/NTAG/TAOC. Qualification: DLCPO |



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|------------------|-------------------------------|-------------------------|---|----------------|---|
| 6-8 | NC1 NC2 | 9.1 Yrs 4.9 | STA-21, OCS, MECP | Not Defined | 1st Shore Tour (CONUS) Billet: Recruiter, LPO/LCPO, Hometown Medical Recruiter, DEPCO Duty: NRD/NTAG/TAOC. Qualification: LPO/LCPO |
| 1-6 | NOT OPEN TO INCOMING RECRUITS | | | | |

Notes:

1. NC (CRF) rating does not have an “A” school.
2. All Legacy and NTAG/TAOC positions/terms are defined under the acronym/position portion below.
3. Each member of the NC Career Recruiting Force (CRF) must first acquire the Canvasser Recruiter NEC of 803R and complete a successful tour as a recruiter. If selected to the Career Recruiting Force, each member is required to attend a 5-week CRF Leadership Academy course.
4. Every member, prior to selection and becoming a CRF, must complete the Personnel Qualification Standard of Team Leading Petty Officer, a 6-18 month qualification process. The next level of qualification is Director of Sourcing, Sales, Accessing, and Onboarding, a 9-12 month qualification process. Upon qualification, member would be assigned as a Director of Sourcing, Sales, Accessing or Onboarding at a TAOC. DPO, CT and RTI (with A00A NEC) is the next qualification level, a 9-12 month qualification process. Followed by Director of Talent acquisition and the final qualification is the Master Chief position of Chief Recruiter.
5. As there are more challenging recruiting areas throughout the nation, it is desirable for a CRF member to have varying geographically assigned duty stations. This ensures a diversified recruiting experience. Repeated tours in the same geographical location aren't desired, unless individual progresses in billet complexity.
6. Career enhancing billets would include any staff position, as these positions require a minimum of 36 months of successful experience as a Team Director. Director of Field Operations and training billets are high op-tempo positions that require an average of 24 weeks TAD during a Fiscal Year (FY). CNRC, N7, NORU and RTI billets are all Flag command screened positions that provide assessments, training, marketing and leadership throughout the entire Navy recruiting organization. Recruiting Tactics Instructor billet requires a formal certification process, to earn NEC A00A, in order to fill position billet. Instructors are assigned to the Navy Orientation Recruiting Unit, providing initial training to all Sailors initial assignment to recruiting duty. Senior CRF personnel are assigned as instructors at NORU's Leadership Academy, which provides in-rate training to all CRF personnel, Recruiters, Classifiers, Operations Officers, and prospective Executive Officers.
7. Acronyms and positions:

- CR – Chief Recruiter
- ACR - Assistant Chief Recruiter
- DPO - Director of Personnel and Operations
- DLCPO – Division Leading Chief Petty Officer
- DETDIR – Detachment Director
- DOO - Director of Onboarding
- LPO/LCPO – Leading Petty Officer/Leading Chief Petty Officer
- DDO – Deputy Director of Onboarding
- RTI – Recruiting Tactics Instructor
- N7 – National Training & Quality Assurance Team



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MAO/Director of E-Talent - Marketing and Advertising Officer
NORU - Navy Orientation Recruiting Unit
Onboarding Director - Onboarding
CCEM – Concierge Customer Experience Manager
CT- Command Trainer
DT – District Trainer
NTAG- Navy Talent Acquisition Group
TAOC- Talent Acquisition Onboarding Center

Considerations for advancement from E6 to E7

- Personnel with the DLCPO/Director qualification.
- Personnel with a completed DLCPO/Director PQS, awaiting a board.
- Personnel with Station LPO/LCPO qualification

Considerations for advancement from E7 to E8

- Personnel assigned to CNRC N7 Training & QA, NORU, or billeted RTI's with the A00A NEC, are carefully screened and selected to that assignment. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the NC CRF community.
- Post-tour DLCPO/Detachment Director
- PQS qualified and filling the position as the Command Trainer

Considerations for advancement from E8 to E9

- Personnel who are currently fulfilling the position of Chief Recruiter and are Chief Recruiter qualified.
- Personnel who are assigned to CNRC or Region staff and are Chief Recruiter qualified.
- Personnel who are currently fulfilling the position of ACR/DPO, have Enlisted & Officer experience and are Chief Recruiter qualified