CTIs are Cryptologic Technicians Interpretive. The chart below depicts a typical career path for a CTI. No two CTIs will follow identical career patterns; however, on the average, the successful CTI will meet most of the career milestones in about the same sequence indicated. Rating Description: Professional Cryptologic Language Analyst (CLA) specializing in analysis of foreign military operations, radiotelephone communications, and preparation of statistical studies/technical reports requiring knowledge of a foreign language.

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>CAREER MILESTONES</th>
<th>AVERAGE TIME TO ADVANCE</th>
<th>COMMISSIONING OR OTHER SPECIAL PROGRAMS</th>
<th>SEA / SHORE FLOW</th>
<th>TYPICAL CAREER PATH DEVELOPMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>26-30</td>
<td>CTICM</td>
<td>20.2 Yrs</td>
<td>CSEL</td>
<td>Not Defined</td>
<td>6th CONUS/5th OCONUS Tour Billets: Staff Duty/ECM/CSEL. Duty: CSEL, BUPERS, C10F, CIWT, DLI, NAVIFOR, NIOC, OPNAV.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4th OCONUS/5th CONUS Tour Billet: Staff Duty/ECM/CSEL. Duty: CSEL, BUPERS, C10F, CIWT, DLI, NAVIFOR, NIOC, NCU, NPC, OPNAV. Qualification: CSEL, SEA.</td>
</tr>
<tr>
<td>23-26</td>
<td>CTICM</td>
<td>20.2Yrs</td>
<td>CSEL</td>
<td>Not Defined</td>
<td>5th CONUS/4th OCONUS Tour Billet: CSEL, Senior Detailer, Major Staff, Dept/Dir LCPO, Tactical Ops Supe. Duty: BUPERS, C10F, CIWT, DLI, NAVIFOR, NIOC, NCU, NPC, OPNAV. Qualification: SEA.</td>
</tr>
<tr>
<td></td>
<td>CTIC</td>
<td>12.6</td>
<td></td>
<td></td>
<td>2nd or 3rd CONUS/2nd CONUS Tour Billet: Instructor, Senior Language Analyst, Senior Operator, Supervisor, Direct Support Supervisor, LPO, LCPO, Tactical IW Op, Special Programs, Cyber Teams. Duty: CIWT, NCU, NIOC, NPC, NSW TIO. Qualification: MCCEP Phase III, MTS, SW, AW, SG, EXW, NAC.</td>
</tr>
</tbody>
</table>

Revised: September 2018
## CTI CAREER PATH
(IW/SW/AW/SG/EXW/NAC/PJ)

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>CAREER MILESTONES</th>
<th>AVERAGE TIME TO ADVANCE</th>
<th>COMMISSIONING OR OTHER SPECIAL PROGRAMS</th>
<th>SEA / SHORE FLOW</th>
<th>TYPICAL CAREER PATH DEVELOPMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-8</td>
<td>CTI1, CTI2, CTI3</td>
<td>6.6 Yrs 3.5, 1.8</td>
<td>STA-21, OCS, MECP, Naval Academy, NROTC, Recruiting, RDC, MLAP</td>
<td>Not Defined</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; OCONUS Tour/2&lt;sup&gt;nd&lt;/sup&gt; CONUS Tour Billet: Senior Language Analyst, Senior Operator, Direct Support, Tactical IW Op, Cyber Teams. Duty: NCU, NIOC, NIOD, NSW TIO. Qualification: MCCEP Phase II, IW, SW, AW, SG, EXW, NAC.</td>
</tr>
<tr>
<td>2-5</td>
<td>CTI2, CTI3</td>
<td>3.5 Yrs 1.8</td>
<td>STA-21, OCS, MECP, Naval Academy, NROTC</td>
<td>Not Defined</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Tour - Billet: Language Analyst, Basic Operator, Direct Support. Duty: NIOC (HI, MD, GA, TX, Korea). Qual: MCCEP Phase I, IW, SW</td>
</tr>
<tr>
<td>1+</td>
<td>CTI3, CTISN, CTISA Accession Training</td>
<td>1.8 Yrs</td>
<td>STA-21, OCS, MECP, Naval Academy, NROTC</td>
<td>Not Defined</td>
<td>Recruit Training/Student “A” School, Apprentice CLP.</td>
</tr>
</tbody>
</table>

Notes:

1. “A” School required.

2. The CTI community is organized into five advancement groups which are affiliated to a geographic region or area of interest. CTIs (Groups 1-4) are identified both by the Group affiliation and the primary language to which they are assigned. The primary accession languages are Arabic, Chinese-Mandarin, Hebrew, Korean, Persian-Farsi, Russian, and Spanish. After completing two operational tours, Hebrew accession graduates are encouraged to retrain into another critical language due to billet structure limits. Failure to re-language out of Hebrew, in and of itself, should not be a negative consideration.

   a. CTI (Group 1) is Middle Eastern/North African languages.
   
   b. CTI (Group 2) is East/Far East languages.
   
   c. CTI (Group 3) is Latin/South American languages.
   
   d. CTI (Group 4) is Eastern Europe languages.
   
   e. CTI (Compressed at E9) is comprised of all CTICMs with no language affiliation.

3. All CTIs (Active/SELRES) competing for advancement MUST achieve a minimum of L2/R2 on the most recent DLPT in their primary language, as assigned by their CO. CTIs scoring L3/R3 or higher on their DLPT are required to test biennially. CTIs scoring below L3/R3 are required to test annually.

   a. Acceptable documentation of DLPT scores includes an evaluation with language scores or the official Navy DLPT letter from Center of Information Warfare Training Corry Station, forwarded to the board via the candidate's LTB.
   
   b. Any CTI whose primary language DLPT has expired MUST possess a valid "Inability to Test" waiver from the Navy Language, Regional Expertise, and Culture Office (OPNAV N13F) in order to participate in the Navy wide advancement examination or to be eligible for selection by SCPO and MCPO boards.
   
   c. All other things being equal, CTIs should be given special consideration for exceeding minimum standards.

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4. Core cryptologic language operations are performed by CTIs both at sea and on shore. The CTI billet base does not support a true 36/36 rotation, however, due consideration should be given to those demonstrating a concerted effort to maintain a healthy balance between sea and shore assignments. CTIs are given few opportunities to serve outside of their Center of Excellence (CoE). Consecutive tours at a CoE, in and of itself, should not be a negative consideration.

5. Sea time is accrued through Direct Support missions via Aircrew, Subsurface, or Surface missions and Sea Special Programs. CTIs may accrue extensive sea time, yet not attain a warfare qualification. This is due to augmentation aboard different class platforms during Direct Support tours, which may preclude them from qualifying EXW, ESWS, EAWS, or SG. CTIs are expected to be qualified Enlisted Information Warfare Specialists (EIWS) after completing a tour at a CoE or NIOD.

6. A select few CTIs qualify to serve in highly competitive Sea Special Programs that require superior physical fitness and/or exceptional technical expertise. These programs include Support Activities to DEVGRU, Special Reconnaissance Teams (SRTs), the Defense Threat Reduction Agency (DTRA), and Special Projects Air/Submarines. Though their contributions are often unconventional in comparison to those of a typical cryptologist or language analyst, these Sailors contribute to National and Navy missions in their own distinct way. These Sailors are still expected to demonstrate sustained superior performance and technical expertise, while maintaining language readiness standards.

Considerations for advancement from E6 to E7

- Demonstrated Leadership as an LPO, ALPO, or Workcenter/Mission Supervisor
- Demonstrated Technical Expertise with operational impact, preferably developing language analysts
- EIWS with extra consideration for additional warfare qualifications
- Personnel assigned to CNRC, MLAP, NPC, RTC, or training command instructors (“A”, “C”, and “F” schools; NCS) are carefully screened and selected for that assignment.
  - Sailors selected to serve on these staffs are considered to be at the top of operational expertise and are highly valued by the CTI community.
  - Those serving in a National Cryptologic School (NCS) billet may not be eligible for MTS, but all should qualify Adjunct Faculty or Faculty Certification.
- Assistant Collateral Duty (e.g. CFL, CLPM, Language Mentor, SAPR, etc.) with documented impact
- SAILOR 360 leadership or influential involvement
- FCPOA leadership or influential involvement

Considerations for advancement from E7 to E8

- Demonstrated Leadership as an LCPO, SEL/NCOIC, or Workcenter/Mission Supervisor
- Demonstrated Technical Expertise with operational impact, preferably developing language analysts
  - All other things being equal, due consideration should be given to CTIs participating in OCCSTDS, JDTA, HPPR, AERR, and DLPT standard setting reviews.
- EIWS with extra consideration for additional warfare qualifications
- Personnel assigned to CI0F, CNRC, MLAP, NAVIFOR, NPC, OPNAV, RTC, White House Communications, or training command instructors (“A”, “C”, and “F” schools; NCS) are carefully screened and selected for that assignment.
  - Sailors selected to serve on these staffs are considered to be at the top of operational expertise and are highly valued by the CTI community.
  - Those serving in a National Cryptologic School (NCS) billet may not be eligible for MTS, but all should qualify Adjunct Faculty or Faculty Certification.
- Command Collateral Duty (e.g. CFL, CLPM, Language Mentor, SAPR, etc.) with documented impact
- SAILOR 360 leadership
- CPOA leadership
Considerations for advancement from E8 to E9

- Demonstrated Leadership as a CSEL, Department LCPO, Senior Mission Supervisor, or SEL/NCOIC
- Demonstrated Technical Expertise with operational impact, preferably developing language analysts
  - All other things being equal, due consideration should be given to CTIs participating in OCCSTDS, IDTA, HPPR, AERR, and DLPT standard setting reviews.
- Personnel assigned to C10F, CNRC, NAVIFOR, NPC, OPNAV, TYCOM, or a training command (“A”, “C”, “F” schools; NCS) are carefully screened and selected for 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 CTI community.
- EIWS with extra consideration for additional warfare qualifications
- Command Collateral Duty (e.g. CFL, CLPM, Language Mentor, SAPR, etc.) with documented impact
- Sailor 360 leadership
- CPOA leadership