



CTM CAREER PATH
(IW/SW/AW/SG/EXW)



Cryptologic Technician Maintenance (CTM). CTMs perform a variety of duties associated with the maintenance and operations of cryptologic communications systems at sea with limited shore requirements. Apprentice and Journeyman CTMs typically provide deployed cryptologic support functions to surface and submarine combatants either in a PCS or TAD status. Due to lack of CTM opportunities ashore, it is common for apprentice and journeymen CTMs to work out of rate while on shore duty. Master level CTMs have extremely limited sea duty and should be taking on challenging duties such as 3M Coordinators Afloat via Sea Special Programs when in-rate Staff Duty or EMO/AEMO opportunities are not available.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CTMCM	20.9 Yrs	CSEL	36	8 th Sea or Shore Tour Billet: SEA/SEL, Staff. Duty: BUPERS, OPNAV, CIWT, NIOC, C10F/FCC. Qualification: IW, SW, AW, SG, EXW.
23-26	CTMCM CTMCS	20.9 Yrs 17.9	CSEL	36	7 th Sea or Shore Tour Billet: Sea Special Projects, DEPT LCPO, SEA/SEL, Staff. Duty: Ship, NIOC, NCF, CIWT, No. FLT, NSW/DEVGRU, NPC, BUPERS. Qualification: IW, SW, AW, SG, EXW.
20-23	CTMCM CTMCS	20.9 Yrs 17.9	CSEL	36	6 th Sea or Shore Tour Billet: Sea Special Projects, SEA/SEL, Staff duty. Duty: Ship, NIOC, NCF, CIWT, No. FLT, NSW/DEVGRU, NPC, BUPERS. Qualification: IW, SW, AW, SG, EXW.
16-20	CTMCS CTMC	17.9 Yrs 12.4	LDO, CWO, OCS, MECP, CSEL, 3M Coordinator Afloat, Recruiting Duty, Recruit Division Commander Duty	36	5 th Sea or Shore Tour Billet: 3MC Afloat, SEA/SEL Instructor. Duty: Ship, NIOC, NCF, CIWT, No. FLT, NSW/DEVGRU, NPC. Qualification: IW, SW, AW, SG, EXW, MTS.
12-16	CTMC	12.4 Yrs		36	4 th Sea or Shore Tour Billet: DEPT LCPO, 3MC Afloat, Instructor, Installations Chief, Staff Duty, Recruiting, RDC. Duty: Ship, NIOC, NCF, CIWT, No. FLT, NSW/DEVGRU, JCU. Qualification: IW, SW, AW, SG, EXW, MTS.
8-12	CTMC CTM1	12.4 Yrs 7.3		36	3 rd Sea or Shore Tour Billet: DIV LCPO, 3MC Afloat, Instructor, Installation Team Leader, Recruiting, RDC. Duty: Ship, NIOC, CIWT, NSW/DEVGRU, JCU. Qualification: IW, SW, AW, SG, EXW MTS.



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4-8	CTM1 CTM2 CTM3	7.3 Yrs 3.5 2.0	STA-21, OCS, MECP, Recruiting Duty, Recruit Division Commander Duty	36	1 st or 2 nd Sea Tour (36+ Months) or 1 st or 2 nd Shore Tour (36 Months) Billet: Sea Special Programs, WCS, Installation Team Leader, LPO, Recruiter, Instructor. Duty: Ship, NIOC, CIWT, NSW/DEVGRU, JCU. Qualification: IW, SW, AW, SG, EXW, MTS.
1-4	CTM2 CTM3	3.5 Yrs 2.0	Naval Academy, NROTC	36 (SSF NAVADMIN may specify 48-60 depending on NEC attained)	1 st Sea Tour /1 st Shore Tour Billet: Collection System Tech., WCS, Sub Maint Tech and/or Sub Maintenance Supervisor. Duty: Ship, NIOC. Qualification: IW, SW, AW, SG, EXW.
1+/-	CTMSN CTMSA Accession Training	9 Months		N/A	Recruit Training, CTM "A" School, CTM "C" School (NEC awarded).

Notes:

1. "A" School required.
2. CTMs perform jobs in two functional areas: Fleet or Shore electronic maintenance (shore electronic maintenance requirements are extremely limited). Opportunities to diversify between functional areas are sometimes limited. Sea/Shore flow for CTMs is typically at least 36/36 months. Special duty assignments will vary depending on billet type and location. Duty that supports submarines is 60 months for first Sea tour.
 - a. CTM E7 and above may have multiple back to back shore rotations due to limited sea duty opportunities.
3. Fleet Electronic Support (FES) billets attached to Direct Support commands are considered sea duty billets providing real-time support to deployed combatants. CTMs on these tours maintain and prepare systems for shipboard installation, perform shipboard installation, and provide deployed maintenance support. Subsurface FES duty is considered more arduous, extremely challenging. CTMs have the opportunity to re-tour multiple times with the submarine community due to their technical expertise and corporate knowledge.
4. Career-enhancing shore tours should be positions in which enlisted leaders develop and mentor subordinates with an emphasis on career progression, continuing technical expertise, and leadership development. Senior CTM leadership opportunities while on shore are Staff duty at the OPNAV, TYCOM, FLEET, and NAVPERSCOM levels, NIOC, NIOD, CIWT, IWTC, IWTG, HOPPER DET, WHCA, NSW/DEVGRU/JCU, RTC/RDC, and CNRC.
5. The limited amount of career-enhancing sea duty tours should include department/division LCPO, Installation Coordinator, 3MC Afloat, Shipboard Division LCPO, or PRECOM duties for any platform. Challenging command-level collaterals and other qualifications that promote command's mission should be obtained where possible.
6. Typical Warfare Qualifications achieved by CTMs should include Information Warfare (IW), Surface Warfare (SW), Air Warfare (AW), and Submarines (SG). Other Warfare Qualifications such as EXW may be achieved but availability is based upon assignment type.



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NOTE: College degrees are valued as continuing education, as well as certification(s) in Information Technology standards (e.g., Security+, Network+, CISSP, etc.) and USMAP. Some tours have availability to complete Defense Acquisition University (DAU) courses. Completing any of these are demonstrations of member's willingness to grow and improve their abilities.

Considerations for advancement from E6 to E7

1. Sea Assignments: At the E6 level, PCS sea duty tours are onboard surface platforms or provide direct support to surface or subsurface platforms. Special Projects/NSW/DEVGRU are also considered sea duty. Candidates are carefully screened prior to assignment.

- Show strong documented leadership serving as Leading Petty Officer (LPO) or equivalent, Installations Team Lead (submarines), 3M Assistant, Work Center Supervisor, Surface Cryptologic Carry-On Program Installer and/or Equipment Manager
- Expected qualifications in areas such as Officer-of-the-Deck In Port (OOD I/P), Duty Dept Head, Watch Supervisor Underway (U/W) and/or Combat Systems Training Team member
- Advanced qualification such as Command Duty Officer (CDO), Combat Systems Officer of the Watch (CSOOW) (surface), or out of rate, i.e., Anti-Terrorism Watch Officer (ATTWO), Conning Officer, Junior Officer of the Deck (JOOD), Damage Control Training Team, Repair Locker Leader, Visit-Board-Search-Seizure (VBSS) team, Air or Surface Warfare Coordinator, Combat Information Center Watch Officer (CICWO), Engineering Officer of the Watch (EOOW), etc., or any shipboard training team with documented impact
- Master Training Specialist (MTS)/Afloat Training Specialist (ATS) and enlisted warfare qualifications are expected when available at the command
- Asst. Command collateral (e.g. ESWS, ACFL, DAPA) with documented impact
- First Class Mess involvement
- Sailor 360 involvement and leading a committee
- Supports rating community evolutions (e.g. PQS development, Joint Duty Task Analysis (JDTA), Training Requirement Review (TRR), Occupational Standards (OCCSTD) review and/or Rating Strategy Council/Working Group (RSC/WG))
- Professional Military Education courses

2. Shore Assignments: At the E6 level, Shore duty billets are primarily at a NIOC, NIOD, CIWT, IWTC, IWTC, NCTAMS, HOPPER DET, White House Communications Agency (WHCA), Personnel Exchange Program (PEP) and at National shore sites. Occasionally, there are limited special shore duty requirements at Recruit Training Command (RTC) and Navy Recruiting Command (CNRC), which candidates are carefully screened prior to assignment.

- Show strong documented leadership serving as LPO or equivalent, Installations Team Lead (submarines), Instructor/Recruit Division Commander, Maintenance Technician/Installer and/or Recruiter
- Regional Maintenance Center Field Maintenance Technician with documented impact on shipboard/regional activities
- Qualification in areas such as OOD, Watchbill Coordinator, Section Leader, CDO, Staff Duty Officer (SDO)
- MTS/ATS and enlisted warfare qualifications are expected when available at the command
- Asst. Command collateral (e.g. EIWS, SAPR) with documented impact
- First Class Mess/Community involvement
- Sailor 360 involvement and leading a committee
- Information Warfare Training Group duty assignment with documented fleet support and training as well as technician development and mentoring
- Supports rating community evolutions (e.g. PQS development, JDTA, TRR, OCCSTD review, RSC/WG)
- Professional Military Education courses

Considerations for advancement from E7 to E8

1. Sea Assignments: At the E7 level, sea duty tours are onboard 7th Fleet, or surface and subsurface direct support attached to Fleet Electronic Support (FES). Duty with NSW/DEVGRU/Joint Communications Unit (JCU) is also considered sea duty where candidates are carefully screened prior to assignment.

- Complete a tour as Dept/Div/Directorate/Detachment, Operations or Installations Leading Chief Petty Officer (LCPO), Surface Cryptologic Carry-On Program Installer, 3M Coordinator, Equipment Manager



CTM CAREER PATH (IW/SW/AW/SG/EXW)



- Expected qualifications for PCS surface billets are in areas such as Officer-of-the-Deck In Port (OOD I/P), Duty Dept Head, Watch Supervisor Underway (U/W), Combat Systems Training Team member, Section Leader, Staff Duty Officer(SDO) and/or Senior Enlisted Watchbill Coordinator
- Advanced qualification such as Command Duty Officer (CDO), Combat Systems Officer of the Watch(CSOOW)(surface), or out of rate, i.e., Anti-Terrorism Watch Officer (ATTWO), Conning Officer, Junior Officer of the Deck (JOOD), Damage Control Training Team, Repair Locker Leader, Visit-Board-Search-Seizure (VBSS) team, Air or Surface Warfare Coordinator, etc., or any shipboard training team with documented impact
- Master Training Specialist (MTS)/Afloat Training Specialist(ATS) and enlisted warfare qualifications are expected when available at the command
- Documented passing 3M inspection scores (3M Coordinator)
- Command collateral with documented impact
- Active Chief Petty Officer (CPO) Mess involvement
- Lead a committee in Sailor 360 and Initiation
- Supports rating community evolutions (e.g. PQS development, Joint Duty Task Analysis, Training Requirement Review(TRR), Occupational Standard(OCCSTD) review, Rating Strategy Council/Working Group (RSC/WG) and/or Advancement Exam Readiness Review)
- Professional Military Education courses

2. Shore Assignments: At the E7 level, Shore duty billets are primarily at a SURFPAC, AIRLANT, NIOC, NIOD, IWTC, IWTG, NCTAMS, White House Communications Agency (WHCA), HOPPER DET and at National shore sites. Occasionally, there are a few special shore duty requirements at Recruit Training Command (RTC) and Navy Recruiting Command (CNRC), candidates are carefully screened prior to assignment. CTM E7 and above may have multiple back to back shore rotations due to the limited amount of Sea Duty billets.

- Complete a tour as Dept/Div or Installations LCPO, Instructor, Staff with strong documented leadership, Installations Team Lead (submarines), Special Collections Team or Instructor/Recruit Division Commander
- Expected qualifications in areas such as OOD, CDO, Section Leader, SDO and/or Watchbill Coordinator
- MTS/ATS and enlisted warfare qualifications are expected when available at the command
- Command collateral with documented impact
- CPO Mess/CPO Association leadership with influential involvement
- Sailor 360/Initiation involvement and leading a committee
- Supports rating community evolutions (e.g. PQS development, JDTA, TRR, OCCSTD review, RSC/WG or Advancement Exam Readiness Review)
- Professional Military Education courses

Considerations for advancement from E8 to E9

1. Shore Assignments: At the E8 level, shore duty tours are primarily at NAVIFOR, SURFLANT, NPC, NIOC, CIWT, and IWTC. Special consideration should be given to those serving at NAVIFOR, SURFLANT and NPC staffs with documented leadership and community-wide impact.

- Strong documented leadership results serving as a SEL/Joint Service SEL, Dept. Leading Chief Petty Officer (DLCPO), Rating Detailer, TYCOM or other key leadership positions, Instructor/Recruit Division Commander and/or Staff Action Officer
- Qualifications such as Command Duty Officer (CDO), Staff Duty Officer (SDO), Section Leader and/or Senior Enlisted Watchbill Coordinator
- Master Training Specialist (MTS)/Afloat Training Specialist (ATS) and enlisted warfare qualifications are expected when available at the command
- Command collateral duties with documented impact
- Chief Petty Officer Mess/Chief Petty Officer Association leadership with influential involvement
- Sailor 360/Initiation Chairman
- Supports rating community evolutions (e.g. PQS development, Joint Duty Task Analysis, Training Requirement Review (TRR), Occupational Standard (OCCSTD) review, Rating Strategy Council/Working Group (RSC/WG) and/or Advancement Exam Readiness Review)
- Professional Military Education courses

2. Sea Assignments: At the E8 level, sea duty tours are surface and subsurface direct support attached to Fleet Electronic Support (FES).



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- Complete a tour as DLCPO or 3MC with documented leadership/INSURV/OFRP Certifications, Assistant EMO and/or Equipment Manager
- Qualifications such as CDO, SDO, COB/COW/DIVE (submarines), Section Leader, Senior Enlisted Watchbill Coordinator, CSOOW, EOOW, Conning Officer, JOOD, etc., or any shipboard training team with documented impact
- MTS/ATS and enlisted warfare qualifications are expected when available at the command
- Documented passing 3M inspection scores (3M Coordinator)
- Command collateral with documented impact
- CPO Mess leadership with influential involvement
- Lead a committee in SAILOR 360 and Initiation
- Supports rating community evolutions (e.g. PQS development, JDTA, TRR, OCCSTD review, RSC/WG and/or Advancement Exam Readiness Review)
- Professional Military Education courses