



**CTN CAREER PATH
(IW/SW/EXW)**



Cyberspace Cryptologic Technicians. (CTN) employ tactical and strategic capabilities to plan, develop, and execute offensive and defensive Cyberspace Operations; perform Cyber Defense, Digital Forensics, Network Exploitation, Research and Development, and Cyber Planning; leverage tactical and strategic signals intelligence and cryptologic functions; produce and execute cyber effects; identify and report worldwide threats in support of special operations forces, and national, fleet, and joint requirements; and control and safeguard access to classified material and information systems.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CTNCM	20.1 Yrs	CSEL	Not Defined	8 th CONUS/OCONUS Billets: Cyber Planner, TECHAD, NIWDC, CSEL. Duty: Cyber Mission Force, NIOC, NCDOC, NCWDG, DEVGRU, IWTC, Naval Special Warfare SEL, Fleet Staff.
23-26	CTNCM CTNCS CTNC	20.1 Yrs 17.6 13.6	CSEL	Not Defined	7 th CONUS/OCONUS Billets: Staff Duty (ie. 2 nd /3 rd /5 th /6 th /7 th /10 th Fleets/Echelon II/III), DIRSUP LCPO, CSEL, DEPT LCPO, CNO Planner, Directorate SEL, TECHAD, Detailer, JCAC Manager, CTN "A" School LCPO, Cyber Planner, FIRES, NIWDC, Rate Training Lead. Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, DCO Afloat, Embarked Staff, IWTC, NCWDG, DEVGRU, Naval Special Warfare. Qualification: SEA, Interactive Operator Training (H13A/14A/15A/16A), SOF Operator (H17A), DNA (H11A), EA (H12A), DCOA (H30A), APO (H31A), ANO (H32A), STRATCOM Joint Network Attack Course (No NEC). Instructor, DCO Watch Officer (No NEC). Battle Watch Captain (No NEC).
20-23	CTNCM CTNCS CTNC CTN1	20.1 Yrs 17.6 13.6 8.1	CSEL	Not Defined	6 th CONUS/OCONUS Billets: Staff Duty (ie. 2 nd /3 rd /5 th /6 th /7 th /10 th Fleets/Echelon II/III), DIRSUP LCPO, CSEL, DEPT LCPO, CNO Planner, Directorate SEL, TECHAD, Detailer, JCAC Manager, CTN "A" School LCPO, Cyber Planner, FIRES, NIWDC, Rate Training Lead. Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, DCO Afloat, Embarked Staff, IWTC, NCWDG, DEVGRU, Naval Special Warfare. Qualification: SEA, Interactive Operator Training (H13A/14A/15A/16A), SOF Operator (H17A), DNA (H11A), EA (H12A), DCOA (H30A), APO (H31A), ANO (H32A), STRATCOM Joint Network Attack Course (No NEC). Instructor, DCO Watch Officer (No NEC). Battle Watch Captain (No NEC).



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16-20	CTNCS CTNC CTN1	17.6 Yrs 13.6 8.1	CWO, CSEL	Not Defined	<p>5th CONUS/OCONUS Billet: Staff Duty (ie. 2nd/3rd/5th/6th/7th/10th Fleets/Echelon II/III), DIRSUP LCPO, CSEL, DEPT LCPO, CNO Planner, Directorate SEL, TECHAD, Detailer, JCAC Manager, CTN "A" School LCPO, Cyber Planner, FIRES, Rate Training Lead. Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, DCO Afloat, Embarked Staff, IWTC, NCWDG, DEVGRU, Naval Special Warfare. Qualification: SEA, Interactive Operator Training (H13A/14A/15A/16A), SOF Operator (H17A), DNA (H11A), EA (H12A), DCOA (H30A), APO (H31A), ANO (H32A), STRATCOM Joint Network Attack Course (No NEC). Instructor, DCO Watch Officer (No NEC). Battle Watch Captain (No NEC).</p>
12-16	CTNC CTN1 CTN2	13.6 Yrs 8.1 3.5	LDO, CWO, OCS, MECP	Not Defined	<p>4th CONUS/OCONUS Billet: Div LCPO, LPO, Cyber Planner, JCU and JCIE, Staff, Instructor, Joint Staff, Navy Staff. Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, DCO Afloat, NCWDG, DEVGRU, Naval Special Warfare, JCU and JCIE. Qualification: Interactive Operator Training (H13A/14A/15A/16A), SOF Operator (H17A), DNA (H11A), EA (H12A), DCOA (H30A), APO (H31A), ANO (H32A), STRATCOM Joint Network Attack Course (No NEC). Instructor, DCO Watch Officer (No NEC). Battle Watch Captain (No NEC).</p>



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8-12	CTNC CTN1 CTN2	13.6 Yrs 8.1 3.5	LDO, Cyber Warrant (CW01), OCS, MECP, STA-21, OCS, MECP	Not Defined	3 rd CONUS/OCONUS Billets: Div LCPO, LPO, Cyber Planner, JCU and JCIE, Staff, Instructor, Joint Staff, Navy Staff. Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, DCO Afloat, NCWDG, DEVGRU, Naval Special Warfare, JCU and JCIE. Qualification: Interactive Operator Training (H13A/14A/15A/16A), SOF Operator (H17A), DNA (H11A), EA (H12A), DCOA (H30A), APO (H31A), ANO (H32A), STRATCOM Joint Network Attack Course (No NEC). Instructor, DCO Watch Officer (No NEC). Battle Watch Captain (No NEC).
4-8	CTN1 CTN2 CTN3	8.1 Yrs 3.5 1.6		Not Defined	2 nd CONUS/OCONUS Billets: JCU and JCIE, Staff, Instructor, Joint Staff, Navy Staff. Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, DCO Afloat, NCWDG, DEVGRU, Naval Special Warfare, JCU and JCIE. Qualification: Interactive Operator Training (H13A/14A/15A/16A), SOF Operator (H17A), DNA (H11A), EA (H12A), DCOA (H30A), APO (H31A), ANO (H32A), STRATCOM Joint Network Attack Course (No NEC). Instructor, DCO Watch Officer (No NEC).
1-4	CTN2 CTN3	3.5 Yrs 1.6	Naval Academy, NROTC	Not Defined	1 st CONUS Billets: JCU and JCIE, Staff, Instructor, Joint Staff, Navy Staff. Duty: Cyber Mission Force, NIOC, NSA/CSS, NCDOC, DCO Afloat, NCWDG, DEVGRU, Naval Special Warfare, JCU and JCIE. Qualification: Interactive Operator Training (H13A/14A/15A/16A), DNA (H11A), EA (H12A), DCOA (H30A), APO (H31A), ANO (H32A).
1+/-	CTNSN CTNSA Accession Training	9 Months			Recruit Training/Student CTN "A" School (Joint Cyber Analysis Course - JCAC).



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Notes:

1. Cryptologic Technicians (Networks) (CTN) plan, develop, and execute offensive and defensive Cyberspace Operations; perform Analysis, Cyber Defense, Digital Forensics, Network Exploitation, Threat Emulation, Research and Development, Direct Support Operations, and Cyber Planning in support of national, fleet, and joint requirements.
2. The CTN rating was established February 2004 and the first CTN selectees were rated October 1st 2004. CTN is an "A" School (JCAC) required rating.
3. Sea Shore Flow for CTN is 2 CONUS/1 OCONUS for E7 and below and 3 CONUS/1 OCONUS for E8-E9. Typically, CTN will transfer between Cyber Mission Forces (CMF), Navy Information Operations Command (NIOC), Navy Cyber Warfare Development Group (NCWDG), Naval Computer Defense Operations Center (NCDOC), Naval Special Warfare, and DIRSUP Commands. CONUS/OUTUS can be difficult to maintain due to heavy shore billet base, timing and operational priority of billets established; CONUS/OUTCONUS SHALL not be a limiting factor for selection / non-selection of the next higher paygrade.
4. CTN is one of seven ratings for the Information Warfare Community. All CTNs must qualify IW. Additionally, while on an operational shore tour or with Naval Special Warfare, DEVGRU, Joint Communications Unit (JCU) and Joint Communications Integration Element (JCIE), Navy Expeditionary Intelligence Command (NEIC) may accrue extensive deployment days supporting Overseas Contingency Operations and may have the opportunity to qualify EXWS.
5. CTN NECs have historically reflected progressive skill sets earned as one grows from an Apprentice, Journeyman, and to a Mastery level. NECs are: Joint Cyber Analysis Course "A" school (H10A), Digital Network Analyst (H11A), Exploitation Analyst (H12A), Interactive Operator (H13A-H16A), Special Operations Forces Offensive Cyberspace Operator (H17A), Cyberspace Planner (H29A), Defensive Cyberspace Operations Analyst (H30A), Adversarial Pursuit Operator (H31A), and Access Network Operator (H32A). The "A" school JCAC was established in Oct 2009. Sailors designated as CTN prior to 2009 are designated 0000 and not required to attend JCAC.
6. Interactive Operator (NEC H13A-H16A). Due to the length of training, CTNs with these NECs are required to be assigned to a minimum of two consecutive Interactive Operator tours in the program (6 years). Personnel completing these rigorous training pipelines are considered highly trained Network Operators. This is a performance-based mission area and may not support traditional leadership opportunities due to operational requirements and tempo and shall not be a limiting factor for selection / non-selection of the next higher paygrade.
7. Deference should be given to Sailors achieving and excelling within their Apprentice, Journeyman, and Mastery level expectation when performing duties while on Staff assignments and/or directly supporting assignments with Naval Special Warfare, DEVGRU, NEIC, JCU and JCIE.
8. Cyber Mission Force teams are an extremely high priority mission set that offers the most challenging and rewarding tours within the dynamic cyberspace domain and represent the future of offensive and defensive cyberspace operations within the Department of Defense.
9. Emphasis should be placed on Sailors in the CTN rating who have clearly demonstrated mission expertise and mission leadership in their rating under their given scope of responsibilities. A career path that has solely focused on traditional leadership positions that have not demonstrated mission impact should not be weighed as heavily.



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Considerations for advancement from E6 to E7

1. Shore Assignments

- Should show strong documented technical and operational knowledge as Team Leader, Mission Supervisor, Mission Planner, Rating Detailer, Program Manager, or Instructor
- Success in a high profile position for paygrade, i.e. LPO, Mission Supervisor, DCOWO, Instructor, or other key leadership positions
- Qualify/Requalify IW and/or MTS if serving in a Navy instructor capacity. Those serving in a National instructor capacity should qualify Adjunct Faculty or Faculty Certification
- Command or Assistant Command Collateral Duties with successful impact to the command
- FCPOA leadership or strong involvement
- SAILOR 360 involvement and leading a committee

2. Sea Assignments

- Should show strong documented technical and operational knowledge as Team Leader, Mission Manager, Mission Planner, Rating Detailer, Program Manager, or Instructor
- Success in a high profile position for paygrade, i.e. LPO, Mission Supervisor, Instructor, or other key leadership positions
- Qualify/Requalify IW with extra consideration for additional warfare qualifications
- Command or Assistant Command Collateral Duties with documented successful impact
- FCPOA leadership or influential involvement
- SAILOR 360 involvement and leading a committee

Considerations for advancement from E7 to E8

1. Shore Assignments

- Should show strong documented technical and operational knowledge as Team Leader, Mission Manager, DCOWO, Battle Watch Captain, Mission Planner, Rating Detailer, Program Manager, or Instructor
- Success in a high profile position for paygrade, i.e. LCPO, Instructor, or other key senior leadership command positions
- Documented successful impact to CTN rating (e.g. Rating Strategy Council, OCCSTDS, MPT, AERR)
- Qualify/Requalify IW and/or MTS if serving in a Navy instructor capacity. Those serving in a National instructor capacity should qualify Adjunct Faculty or Faculty Certification
- Command or Assistant Command Collateral Duties with documented successful impact
- CPOA leadership or strong influential involvement
- SAILOR 360 and CPO Initiation involvement and leading a committee

2. Sea Assignments

- Should show strong documented technical and operational knowledge in assigned billet
- Successful documented leadership results serving as LCPO, Detachment Chief, Mission Manager, or other key leadership positions
- Demonstrate operational and/or command-wide impact
- Qualify/Requalify IW with extra consideration for additional warfare qualifications
- Command or Assistant Command Collateral Duties with documented successful impact
- CPOA leadership or strong influential involvement
- SAILOR 360 and CPO Initiation involvement and leading a committee



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Considerations for advancement from E8 to E9

1. Shore Assignments

- Should show strong documented technical and operational knowledge as Team Leader, Mission Manager, Mission Planner, Rating Detailer, Program Manager, or Instructor
- Success in a high profile position for paygrade, i.e. Directorate SEL, Team NCOIC, Department LCPO, Senior Rating Detailer, OPS Chief or other key leadership positions
- Documented successful impact to CTN rating (e.g. Rating Strategy Council, OCCSTDS, MPT)
- Qualify/Requalify IW and/or MTS if serving in a Navy instructor capacity. Those serving in a National instructor capacity should qualify Adjunct Faculty or Faculty Certification
- Command or Assistant Command Collateral Duties with documented successful impact
- CPOA leadership or strong influential involvement
- SAILOR 360 and CPO Initiation involvement and leading a committee

2. Sea Assignments

- Should show strong documented technical and operational knowledge in assigned billet
- Successful documented leadership results serving as Senior Enlisted Advisor, Department LCPO, Mission Manager, or other key leadership positions
- Qualify/Requalify IW with extra consideration for additional warfare qualifications
- Command or Assistant Command Collateral Duties with documented impact
- CPOA leadership or strong influential involvement
- SAILOR 360 and CPO Initiation involvement and leading a committee