



CTR CAREER PATH
(IW/SW/AW/SG/EXW/NAC)



Cryptologic Technician Collection (CTR). CTRs specialize in the operation of signals collection, direction finding, and analysis systems at strategic and tactical levels; perform intelligence analysis; generate intelligence reports; deliver briefings to operational commanders; and are knowledgeable on a variety of global communications technologies. Apprentice and Journeyman CTRs typically provide cryptologic support to National, Fleet (Surface/Subsurface/Air) or Special Warfare units in either a PCS or Direct Support status. Master level CTR's are assigned to Staff duty, NIOC/FIOC, Joint Commands, as Senior Enlisted Advisors/LCPO positions, or other jobs related to the management of the CTR community.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CTRRCM	23 Yrs	CSEL	(See Note 3)	4th Shore Tour Billet: CSEL, ECM, Rating Advisor/Sponsor, Collection OPS Mgr, OPS Chief, Rating Training Mgr. Duty: OPNAV, USFF, CPF, COCOM, FCC/C10F, BUPERS, NPC, NIF, TYCOM, NSW, NIWDC, CIWT, IWTC, Numbered FLT, National, NIOC, FIOC, Joint SEL
23-26	CTRRCM CTRCS	23 Yrs 18.2	CSEL	(See Note 3)	4th Sea Tour Billet: CSEL, ECM, Rating Advisor/Sponsor, Detailer, DLCPO, ACRC, Collection OPS Mgr, OPS Chief, Rating Training Mgr, Joint SEL. Duty: USFF, CPF, Numbered FLT, COCOM, FCC/C10F, NIF, OPNAV, National, BUPERS, NPC, NSW, JIB/JCOG, CIWT, IWTC, IWTG, NIOC, FIOC Qualification: C06A, C08A, C12A, C13A, C16A, C19A, 771B, 831A, 8SEA
20-23	CTRRCM CTRCS CTRRC CTR1	23 Yrs 18.2 15.6 7.7	CSEL, CWO, RTC, Recruiting.	48 (See Note 3)	3rd Shore Tour Billet: CSEL, ECM, Rating Advisor/Sponsor, Detailer, DLCPO, ACRC, Afloat LCPO, Collection/Mission Mgr, Rating Training Mgr, Instructor/Course Mgr, Joint SEL. Duty: OPNAV, BUPERS, COCOM, NPC, NIF, TYCOM, NSW, CIWT, IWTC, IWTG, ATG, Numbered FLT, National, SAL, NIOC, FIOC, CMF, JIB/JCOG, JIOC, Surface/Sub/Air platforms. Qualification: C06A, C08A, C12A, C13A, C14A, C16A, C18A, C19A, C21A, C24A, 805A, 771B, C20A, 8SEA



CTR CAREER PATH
(IW/SW/AW/SG/EXW/NAC)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
16-20	CTRCS CTR1 CTR1	18.2 Yrs 15.6 7.7	CSEL, LDO, CWO, RTC, Recruiting. Internships: MECCAP, MINSAP, MCSAP	36 CTR1 - 48 (See Note 3)	3rd Sea Tour Billet: CSEL, DLCPO, ACRC, Afloat LCPO/LPO, Detailer, TIO, Instructor, Mission Supe. Duty: NIF, NPC, TYCOM, COCOM, NSW, ATG, CIWT, IWTC, IWTG, JIB/JCOG, JIOC, Numbered FLT, National, SAL, NIOC, FIOC, CMF, Joint SEL Surface/Sub/Air platforms. Qualification: C06A, C08A, C12A, C13A, C14A, C16A, C18A, C19A, C20A, C21A, C23A, C24A, 771B, 805A, 8SEA
12-16	CTRCS CTR1 CTR1	18.2 Yrs 15.6 7.7	LDO, CWO, OCS, CSEL, RTC, Recruiting. Internship: MECCAP	48 (See Note 3)	2nd Shore Tour Billet: CSEL, DLCPO, ACRC, Afloat LCPO/LPO, Detailer, Instructor, TIO, Joint SEL Mission Supe. Duty: NIF, NPC, TYCOM, COCOM, NSW, CIWT, IWTC, JIB/JCOG, Numbered FLT, ATG, IWTG, National, SAL, NIOC, FIOC, CMF, Surface/Sub/Air platforms. Qualification: C06A, C08A, C12A, C13A, C14A, C16A, C18A, C19A, C20A, C21A, C23A, C24A, 771B, 805A, 8SEA.
8-12	CTR1 CTR1 CTR2	15.6 Yrs 7.7 3.6	STA-21, LDO, RTC, Recruiting Internships: MECCAP, MINSAP, MCSAP, RTC, Recruiting	36 CTR1 - 48	2nd Sea Tour Billet: ACRC, Afloat LCPO/LPO, Detailer, TIO, Mission/Watch Supe, Operator, Analyst. Duty: TYCOM, NSW, Numbered FLT, NIOC, FIOC, JIOC, JIB/JCOG, Surface/Sub/Air platforms. Qualification: C06A, C08A, C11A, C12A, C13A, C14A, C16A, C18A, C19A, C20A, C21A, C23A, 771B, 805A.



CTR CAREER PATH
(IW/SW/AW/SG/EXW/NAC)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
5-8	CTR2 CTR3	3.6 Yrs 2.0	STA-21, RTC, Recruiting. Internships: MINSAP, MCSAP,	36	1st Shore Tour Billet: Operator, Analyst. Duty: Flag/Staff, National, SAL, NIOC, FIOC, CMF, Surface/Sub/Air platforms. Qualification: C06A, C11A, C14A, C16A, C18A, C20A, C21A, C23A.
1-5	CTR2 CTR3	3.6 Yrs 2.0	STA-21	36	1st Sea Tour Billet: Operator, Analyst. Duty: NIOC, FIOC, Surface/Sub/Air platforms. Qualification: C06A, C11A, C14A, C16A, C18A, C20A, C21A, C23A
1+/-	CTRSN CTRSA Accession Training	9 months	Naval Academy, NROTC	(See Note 3)	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

1. "A" School required.
2. CTRs must maintain a TS/SCI clearance.
3. Opportunities to diversify between functional areas within the CTR rating are sometimes limited due to the necessity to meet tour rotation requirements. Sea/Shore rotation for CTRs is 36/36 with the following exceptions: 2nd and 3rd shore tours are 48 months for all paygrades. All E7/CTRC sea tours are 48 months. E8/E9 will not follow Sea/Shore Flow due to limited Sea Duty coded billets.
4. Career enhancing shore tours should be positions in which leaders contribute directly to command missions while developing and mentoring in-service and joint-service personnel. CTR leadership and management intensive shore billets include Rating Detailer, Rating Advisor/Sponsor, Cryptologic Manager, OPS Chief, Senior/Collection Manager, Fleet Information Operations Center (FIOC) Battle Watch Chief/Supervisor, Mission Supervisor, Center for Information Warfare Training (CIWT) Training Manager, Information Warfare Training Command (IWTC) Instructor/Course Manager, Afloat Training Group and Information Warfare Training Group Inspector//Trainer/Instructor, and SEL at Navy Information Operations Command (NIOC)/Navy Information Operations Detachment (NIOD)/Combined Task Force (CTF). Some key CTR stakeholder positions have limited direct leadership opportunities with large-scale influence on the CTR rating and should be given special consideration. These positions are located at OPNAV N2/N6, USFF, Numbered FLT, FCC/C10F, National, NPC, BUPERS, Naval Special Warfare (NSW), Naval Information Forces (NAVIFOR), Center for Information Warfare Training (CIWT), Information Warfare Training Group (IWTG), and Combatant Commands (COCOM).
5. Career enhancing sea tours should be positions in which leaders contribute directly to operational missions while developing and mentoring in-service CTRs and other Information Warfare personnel. CTR leadership-intensive sea billets include Assistant Cryptologic Resource Coordinator (ACRC), Afloat Cryptologic Manager (ACM), Shipboard Signals Exploitation Space (SSES) LCPO/LPO/Supervisor/Operator, DIRSUP Surface/Supervisor/Operator/Analyst, DIRSUP Subsurface



CTR CAREER PATH (IW/SW/AW/SG/EXW/NAC)



Supervisor/Operator/Analyst and Airborne DIRSUP Supervisor/Operator/Analyst. Key CTR sea positions are located at Numbered Fleets, COCOMs, Carrier Strike Groups, Expeditionary Strike Groups, NIOC DIRSUP, NSW (DEVGRU, Tactical Information Operations (TIO), SRT-1/SRT-2, Joint Intelligence Brigade (JIB) and Joint Communications Operations Group (JCOG)

6. Middle Enlisted Cryptologic Career Advancement Program (MECCAP), Military Intern Signals Intelligence Analysis Program (MINSAP), and Military COMINT Signals Analyst Program (MCSAP) are highly competitive apprenticeship programs for grooming experts in their respective disciplines. These programs incur a six year obligation and can result in a break in Sea/Shore flow. Special consideration should be given due to the technical experts these programs generate for the cryptologic community.

7. Advanced Signals Analyst (NEC C19A). CTRs holding the NEC C19A are Master-level Signal Analysts and are often closed-loop detailed to fill critical billets at National shore sites. As a result, CTRs who have earned this NEC are exempt from Sea/Shore flow rotation requirements.

8. Assistant Cryptologic Resource Coordinator (NEC C12A). CTRs holding this NEC are stationed at Numbered FLTs, Carrier Strike Groups, Expeditionary Strike Groups and NIOC Direct Support Units and are considered sea intensive billets. Special consideration should be given to those taking this challenging duty with documented leadership and Fleet impact.

9. SUBSURFACE/AIRCREW/Special Warfare. Consideration should be given to CTRs who fill these critical billets and have attained a high degree of proficiency and qualifications in their assignment. For accession Sailors, Subsurface and Aircrew are no longer considered voluntary. Of note: Upon entering into the rating, all accession Sailors will sign a page 13 volunteering for both Subsurface and Aircrew. This is a mandatory requirement in order to enter into the CTR rating.

Considerations for advancement from E6 to E7

1. **Sea Assignments:** At the E6 level, sea duty tours are onboard surface, subsurface and airborne platforms, either PCS or direct support. CTRs also serve at JIB/JCOG and NSW components and are carefully screened prior to assignment.

- Should show strong documented leadership and technical results serving as LPO, Watch Supervisor, or Collection Supervisor or other key assigned leadership positions
- Should participate in Occupational Standards (OCCSTDS), Training Requirements Review (TRRs) and PQS working groups
- Demonstrate operational and/or command-wide impact as well as a strong working knowledge of Navy programs and policies
- Master Training Specialist / Afloat Training Specialist (MTS/ATS) and Enlisted Warfare Qualifications are expected when available at commands

2. **Shore Assignments:** At the E6 level, Shore duty billets are primarily at a Flag/Staff, NIOC, NIOD, FIOC, CMF, IWTC, IWTG, Naval Information Warfighting Development Centers (NIWDC) and at National shore sites. Occasionally, there are a few special shore duty requirements at RTC and CNRC and candidates are carefully screened prior to assignment.

- Should show strong documented leadership and technical knowledge serving as LPO, Mission Supervisor, Watch Supervisor, Instructor, Course Manager or other key assigned leadership positions
- Demonstrate operational and/or command-wide impact as well as a strong working knowledge of Navy programs and policies
- Participate in OCCSTDS, TRRs and PQS working groups
- Master Training Specialist / Afloat Training Specialist (MTS/ATS) and Enlisted Warfare Qualifications are expected when available at commands. Those serving in a National Cryptologic School (NCS) billet should qualify Adjunct Faculty or Faculty Certification

Considerations for advancement from E7 to E8



CTR CAREER PATH (IW/SW/AW/SG/EXW/NAC)



1. **Sea Assignments:** At the E7 level, sea duty tours are onboard surface, subsurface and airborne platforms either PCS or direct support. CTRs also serve at JIB/JCOG and NSW components and are carefully screened prior to assignment.

- Should show strong documented leadership and technical knowledge serving as a LCPO, ACRC, ACM, Collection OPS Manager or other key assigned leadership positions
- Demonstrate operational and/or command-wide impact as well as strong working knowledge of Navy programs and policies
- Master Training Specialist / Afloat Training Specialist (MTS/ATS) and Enlisted Warfare Qualifications are expected when available at commands
- Participate in Rating Leadership through OCCSTDS, Job Duty Task Analysis (JDTA), TRR, Advancement Exam Readiness Review (AERR), Human Performance Requirements Review (HPRR), Rating Strategy Council (RSCs), Policy reviews, and other community working groups

2. **Shore Assignments:** At the E7 level, shore duty tours are primarily at Flag/Staff, National, NIOC, NIOD, FIOC, CMF, CIWT, IWTC, IWTG and NIWDC. Occasionally, there are a few special shore duty requirements at RTC and CNRC and candidates are carefully screened prior to assignment.

- Should show strong documented leadership and technical knowledge serving as a D/LCPO, Rating Detailer, Mission Supervisor, Battle Watch Chief/Supervisor, Collection OPS Manager, Training Manager, Course Manager, or Lead Instructor or other key assigned leadership positions
- Demonstrate operational and/or command-wide impact as well as a strong working knowledge of Navy programs and policies
- Master Training Specialist / Afloat Training Specialist (MTS/ATS) and Enlisted Warfare Qualifications are expected when available at commands. Those serving in an NCS billet should qualify Adjunct Faculty or Faculty Certification
- Show strong documented Rating Leadership through participation in OCCSTDS, JDTA, TRR, AERR, HPRR, RSCs and Policy reviews, and other community working groups

Considerations for advancement from E8 to E9

1. **Sea Assignments:** At the E8 level, sea duty tours are limited and are primarily at Flag/Staff, NIOC Direct Support (Surface/Subsurface/Air), CSG 4/15, SOCOM, JIB and NSW. Special consideration should be given to those serving in these challenging sea duty billets with documented leadership and Fleet impact.

- Should show strong documented leadership and technical knowledge serving as a DLCPO, ACRC, ACM, Senior Collection OPS Manager or other key assigned leadership positions
- Demonstrate community, operational and/or command-wide impact as well as a strong working knowledge of Navy programs and policies
- Master Training Specialist / Afloat Training Specialist (MTS/ATS) and Enlisted Warfare Qualifications are expected when available at commands
- Should Participate in Rating Leadership through OCCSTDS, JDTA, TRR, AERR, HPRR, RSCs, Policy reviews, and other community working groups

2. **Shore Assignments:** At the E8 level, shore duty tours are primarily at Flag/Staff, National, NIOC, NIOD, FIOC, CMF, CIWT, IWTC and IWTG. Special consideration should be given to those serving at C10F, NIF and NPC staffs with documented leadership and community-wide impact.

- Should show strong documented leadership and technical knowledge serving as a SEL, DLCPO, Senior Rating Detailer, OPS Chief, Senior Mission Supervisor, Senior Collection OPS Manager, Training Manager, Course Manager or other key assigned leadership positions
- Demonstrate community, operational and/or command-wide impact as well as a strong working knowledge of Navy programs and policies
- Show strong documented Rating Leadership through participation in OCCSTDS, JDTA, TRR, AERR, HPRR, RSCs, Policy reviews, and other community working groups



CTR CAREER PATH
(IW/SW/AW/SG/EXW/NAC)



- Master Training Specialist / Afloat Training Specialist (MTS/ATS) and Enlisted Warfare Qualifications are expected when available at commands. Those serving in an NCS billet should qualify Adjunct Faculty or Faculty Certification