



**IS CAREER PATH  
(IW/SW/AW/EXW)**



Intelligence Specialists (IS). Military information, particularly classified information about enemies or potential enemies which is called "intelligence." ISs analyze information to determine its usefulness in military planning. They prepare materials that describe in detail the features of strategic and tactical areas worldwide to provide timely and relevant intelligence to Strategic, Operational and Tactical level decision-makers, supporting Navy, Joint, and or coalition missions.					
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	ISCM	20.1 Yrs	CSEL	48	4 <sup>th</sup> Shore Tour Billet: CSEL/SEA/DLCPO/ECM/DET, FLT/FORCE/TYCOM RATING LEAD Duty: National Agency, OPNAV, FFC, ISIC, NUMBERED FLT MOC/MIOC, TRNG Staff, TYCOM, SOCOM and NSW Cmds Qualifications: IW/SW/AW/EXW/SEA
23-26	ISCM ISCS	20.1 Yrs 16.4	CSEL	36	4 <sup>th</sup> Sea Tour Billet: CSEL/DLCPO. Duty: CSG 4/15, FLT Staff, NEIC, CVN/LHD, JSOC, DEVGRU, NSWTACDEVRON, SOCOM and NSW Cmds Qualifications: IW/ SW/AW/EXW/SEA
20-23	ISCM ISCS ISC	20.1 Yrs 16.4 12.1	CSEL,CWO	48	3 <sup>rd</sup> Shore Tour Billet: SEL/SEA/DLCPO/LCPO/ ECM/Detailer/ISIC/INST/TRNG MGR, FLT/FORCE/TYCOM RATING LEAD, CI Support Officer (CISO) or CI Agent Duty: JIOC/JOC, NIOC, MIOC/MOC, TYCOM, COCOM, TRNG Staff, OPNAV, National Agencies, NUMBERED FLT MOC/MIOC, Cyber Teams, Attaché, SOCOM and NSW Cmds, NCIS, BCME, BUPERS/NPC Qualifications: IW, Various Watch quals, MTS
16-20	ISCS ISC IS1	16.4 Yrs 12.1 7	CSEL, CWO, OCS, MECP	36	3 <sup>rd</sup> Sea Tour Billet: SEA/DLCPO/LCPO/LPO/ IDIS Duty: CVN, LHD, DDG/CG, SQDN, FID, CSG/ESG Staff, NEIC, JSOC, DEVGRU, NSWTACDEVRON, SOCOM and NSW Cmds. Qualifications: IW/SW/AW/EXW



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12-16	ISCS ISC IS1	16.4 Yrs 12.1 7	CWO, OCS, MECP,	48	2 <sup>nd</sup> Shore Tour Billet: DLCPO/LPO/WCS/INST/CI Support Officer (CISO) or CI Agent Duty: SEL/DLCPO/LCPO/ECM/ Detailer/ISIC/INST/TRN MGR/ Duty: JIOC/JOC, NIOC, MIOC/MOC, TYCOM, COCOM, National Agencies, NUMBERED FLT, TRNG Staff, OPNAV, Cyber Teams, Attaché, SOCOM and NSW Ccmds, NCIS, BCME, Bupers/NPC Qualifications: IW, Various Watch quals, MTS
8-12	ISC IS1 IS2	12.1 Yrs 7 3	OCS, MECP,	36	2 <sup>nd</sup> Sea Tour Billet: LCPO/LPO/IDIS/WCS Duty: CVN, LHD, DDG/CG, SQDN, FID, CSG/ESG Staff, NEIC, JSOC, DEVGRU, NSWTACDEVRON and NSW Ccmds Qualifications: IW/SW/AW/EXW
4-8	IS1 IS2 IS3	7 Yrs 3 .9	MAGTF CI/HUMINT Training, STA-21, OCS, MECP	36	1 <sup>st</sup> Shore Tour Billet: All-Source, Strike, Imagery, Expeditionary, HUMINT Analyst, CI Support Officer (CISO) or CI Agent Duty: JIOC/JOC, FLT Staff, NIOC, National Agencies, MIOC/MOC, TRNG Staff, NCU, JSOC, DEVGRU, SOCOM and NSW Commands, Cyber Teams, Attaché, NCIS, BCME Qualification: IW/SW/AW/EXW, MTS. K10A: GEOINT Professional Certification – Imagery Analyst (GPC-IA)
1-4	IS2 IS3	3 Yrs .9	MAGTF CI/HUMINT Training, Naval Academy, NROTC, STA-21	36	1 <sup>st</sup> Sea Tour Billet: All-Source, Strike, Imagery, Expeditionary, HUMINT Analyst. Duty: CVN, LHD, SQDN, FID, NUMBERED FLT MOC/MIOC, NEIC, SOCOM and NSW Ccmds Qualifications: IW/SW/AW/EXW K10A: GEOINT Professional Certification – Imagery Analyst (GPC-IA)



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1+/-	SEAMAN Accession Training	9 Months			Recruit Training and all schools or training events are required to be completed prior to reporting to their first operational command

Notes:

1. "A" School required.
2. IS's must maintain a valid adjudicated TS/SCI security clearance.
3. Typical Sea/Shore Flow for the IS Rating is 36/36 for first Sea/Shore tour, and 36/48 for second tour and beyond. In accordance with MPM 1360-101 (Enlisted Assignment System), equitable distribution across activities and personnel inventory may not respect established sea shore flow in order to ensure Sailors are assigned to a variety of duty assignments to gain experience necessary to advance and excel within their rating. Shore to shore and back to back sea tours can and will occur in order to keep Sailors within their skill craft/NEC and on a path to advance at a mastery level, and should not be considered a detractor. NSW and Cyber support can range from 48-60 months. Proven performance during tours with NSW builds credibility with operators and may lead to a request for another tour. This should be viewed the same as a sought after subject matter expert and not someone remaining in place to avoid transfer.
4. Specific NECs including K10A, K13A, K23A, K27A & K37A have limited opportunities at sea in the ranks of E6-E9. Back to back shore in these NECs and ranks should NOT be viewed negatively as the rating must grow mastery level Intelligence Specialist in respective NECs.
5. The IS rating supports missions across every warfighting discipline. Specifically, our Sailors are assigned to operational duty support warfighters and key tactical decision makers, often in harm's way. This affords Sailors multiple opportunities to fill challenging and enhancing assignments where they lead Sailors, develop technical skills that support career development. The following assignments are NOT listed in priority order and should ALL be given equal consideration:
  - a. Traditional sea duty tours. The successful completion of a challenging department or division leadership role (LPO/LCPO) afloat is essential in developing the technical and leadership skills sought in senior enlisted ISs.
  - b. Naval Special Warfare Development Group (DEVGRU) is a CNO priority one critical billet and considered sea intensive duty. With documented leadership and greater community impact, special consideration should be given to ISs who are successful at these carefully screened special duties.
  - c. Joint Special Operations Command (JSOC), Naval Special Warfare Development Group (DEVGRU), Special Reconnaissance Teams (SRT), and Naval Expeditionary Intelligence Command (NEIC) require additional candidacy screenings and are considered challenging and enhancing tours.
  - d. Independent Duty Intelligence Specialist (IDIS). The IDIS role is unique as the only intelligence analyst onboard; this is one of the most challenging opportunities in our rating.
  - e. Numbered Fleet MOC/MIOC, afloat Carriers, Amphibious, and Expeditionary Staffs provide keen insight into intelligence planning, management, and the execution of intelligence operations afloat. Qualification as a Flag or Fleet Intelligence Watch Officer (FIWO) is the highest level demonstrated operational technical proficiency for SUPPLOT, EXPLOT, or Numbered Fleet MOC/MIOC, and should be considered favorably.
  - f. Naval Criminal Investigative Service (NCIS) and Brooks Center for Maritime Engagement (BCME) are executing critical CNO priority counterintelligence missions designed to protect our Navy forces, equipment, installations and technology. Assignments with NCIS and



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BCME require additional candidacy screening and members go on to conduct advanced counterintelligence activities in support of CNO strategic level requirements across the Fleets at afloat, ashore and cyberspace commands. A successful tour as a CI Support Officer or CI Agent should be considered favorably.

6. Shore duty makes up more than 60% of the IS rate, allows multiple opportunities to fill enhancing, challenging assignments. This can hone Sailors analytic skills through focusing, further developing technical expertise. These various shore duty opportunities provide insight into intelligence planning, management, budgeting, manpower and the execution of intelligence administration and operations.
  - a. The successful completion of a challenging department or division leadership role (LPO/LCPO) at a Numbered Fleet MOC/MIOC, JIOC, JAC, or JOC is essential in developing the technical and leadership skills sought in senior enlisted ISs
  - b. Instructor duty
  - c. Navy Special Warfare (NSW) support billets
  - d. Centers of excellence
  - e. Focused scope of work
  - f. Successful completion is defined by the member earning competitive performance marks on their evaluations
  - g. Counter-Intelligence (CI) support billets
7. Attaché duty is for Sailors who possess the ability to succeed in dynamic administrative environments and are able to advise their country's attaché on various diplomatic missions. These tours offer new perspective and opportunities. When considering Attaché in a Sailors career history, special consideration should be given to areas with extremely challenging geo-political environment or location, to include the following in alphabetical order: China (Beijing), Croatia (Zagreb), Egypt (Cairo), Finland (Helsinki), Gabon (Libreville), Israel (Jerusalem), Lithuania (Vilnius), Russia (Moscow), Sengal (Dakar), Sri lanka (Colombo), Tanzania (Dar Es Salaam), Turkey (Ankara).
8. Special consideration should be given to IS's who demonstrate rating involvement through participation in important rating modernization functions, including Occupational Standards Review, PQS Development, Navy Tactical Techniques and Procedures(NTTP) revisions, Naval Warfare Publication (NWP) revisions, Joint Publication revisions, Advancement Exam Readiness Review, and Course Curriculum Development and Training Readiness Reviews.
9. All IS's are expected to maintain technical expertise, while expanding rating knowledge. Fully qualified Sailors will be able to show a dynamic progression throughout their career by displaying success in challenging assignments commensurate with their paygrade. Successfully completing a tour at a command that possess a large summary group, especially where there is opportunity to lead peers and develop juniors, is recommended but not required.
10. Sailors should also have challenging command/department collateral duties and other qualifications that support command mission and leadership. They should be in positions that allow enlisted leaders the ability to develop subordinates and mentor them in proper career progression.
11. Special program (Recruiting/RDC, etc) availability is at the discretion of the detailer/ECM and based on rating health.
12. NEC's include:
  - K070 – Intelligence Specialist A School (NEC Activated in Oct 2019)
  - K10A – Imagery Intelligence Analyst
  - K12A – Expeditionary Warfare Intelligence Analyst (Will sundown OCT 2019 as part of K36A est)
  - K13A – Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist
  - K23A – Strike Warfare Intelligence Analyst
  - K24A – Operational Intelligence (OPINTEL) Analyst (Will sundown OCT 2019 as part of K36A est)



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K27A – Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst  
K36A – Operational Intelligence Analyst (NEC Activated in OCT 2019)  
K37A – All-Source Intelligence Analyst-Intro to Cyber (NEC Activated in MAR 2019)

### **Considerations for advancement from E6 to E7**

1. Sea Assignments (CVN, LHD, LHA SQDN, FID, LPD, CG, DDG (IDIS), Expeditionary, NSW support)
  - Should be qualified OOD(I/P) DDG/CG; JOOD (I/P) CVN/LHD; NSW JOC Watch qualified, NSW NEC 854A (Combat Service Support)/837A (Combat Support)
  - Intelligence qualified FIWO, FIWA, Targeteer, Intelligence Officer, Collection Manager
  - Master Training Specialist/Afloat Training Specialist (MTS/ATS) and Enlisted Warfare qualifications are expected, when available at commands
  - Serving as a Joint Special Operations Task Force J2 or Deputy J2
  - Serving as an independent duty liaison Officer with Inter Agency partners
  - CSTT/DCTT team or other Training Team member. Repair locker leader or other Damage Control organization involvement
  - Command/Asst Command Collateral (ie: ACFL, CCC, 3M WCS)
  - FCPOA leadership or influential involvement
  - Sailor 360 leading and influential involvement
  - Should have served as LPO if not assigned an independent duty role
2. Shore Assignments (all)
  - Personnel assigned to JIOCs, JACs ONI Centers, Numbered Fleet MOC/MIOCs, COCOMs, IS “A” School or “C” school instructors with 805A NEC with strong summary group breakouts. Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably
  - MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
  - FIWO Qualification at Numbered FLT MOC/MIOC should be given favorable consideration
  - Command/Asst Command Collateral (ie: ACFL, CCC, 3M WCS)
  - FCPOA leadership or influential peer group involvement
  - Sailor 360 leading and influential involvement
  - Should have served as LPO if not assigned an independent duty role
  - Favorable consideration should be given to Attaché duty and in particular to areas with extremely challenging geo-political environments which include the following in alphabetical order: China (Beijing), Croatia (Zagreb), Egypt (Cairo), Finland (Helsinki), Gabon (Libreville), Israel (Jerusalem), Lithuania (Vilnius), Russia (Moscow), Sengal (Dakar), Sri Lanka (Colombo), Tanzania (Dar Es Salaam), Turkey (Ankara).
  - Cyber billets contain a unique perspective of OPINTEL for IS’s who serve in Cyber Mission Force billets or 10th Feet staff. Those assigned at staff level, should qualify as Fleet Intelligence Watch Officer, and break out as Directorate LPO. At the team level, National Mission Team (NMT), Cyber Mission Team (CMT) or Cyber Protection Team (CPT)/Combat Strike Team (CST), should be qualified as an All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Operational Target Development Analyst (OTDA)
  - Personnel assigned to NCIS or BCME in CI Support Officer or CI Agent billets answering CNO strategic level requirements
  - Bupers/NPC: Junior Detailer
  - Personnel with K10A NEC’s certifying as GEOINT Professional Certification: Geospatial Analyst (GPC-GA) and/or GEOINT Professional Certification/ Collections Manager (GPC-CM) should be given favorable consideration

### **Considerations for advancement from E7 to E8**

1. Sea Assignments (CVN, LHD, LHA, LPD, CG, DDG (IDIS), Expeditionary, NSW support)
  - Intelligence qualified FIWO, FIWA, Targeteer, Intelligence Officer, Collection Manager
  - Technical acumen/proficiency should weigh heavily, as technical expertise is crucial to warfighting
  - Should have served as Div/Dept LCPO if not assigned to an independent duty role
  - Serving as a Joint Special Operations Task Force J2 or Deputy J2



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- Serving as an independent duty liaison Officer with Inter Agency partners
- TAO, CICWO, OOD(I/P), Section leader, and other outside the normal scope (ie: ATTWO would be considered an exceptional qualifications)
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
- CSTT/DCTT team or other Training Team Leader
- Command Collateral with documented impact.
- Sailor 360 management
- CPOA involvement in leadership position/CPO Initiation leading a committee or sponsor

### 2. Shore Assignments (all)

- Personnel assigned to JIOCs, ONI Centers, MOC/MIOC, COCOMs, IS “A” School or “C” school instructors with 805A NEC with strong summary group breakouts. Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably. FIWO Qualification at Numbered FLT MOC/MIOC should be given favorable consideration.
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
- Defense Attaché, Recruit Division Commander, and Recruiting are carefully screened billets. Special program availability is at the discretion of the detailee/ECM and based on rating health.
- Favorable consideration should be given to Attaché duty and in particular to areas with extremely challenging geo-political environments which include the following in alphabetical order: China (Beijing), Croatia (Zagreb), Egypt (Cairo), Finland (Helsinki), Gabon (Libreville), Israel (Jerusalem), Lithuania (Vilnius), Russia (Moscow), Sengal (Dakar), Sri Lanka (Colombo), Tanzania (Dar Es Salaam), Turkey (Ankara).
- Command Collaterals with documented impact
- Sailor 360 management
- CPOA involvement in leadership position/CPO Initiation Overall Lead or Team Lead
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer, SIGINT Watch Officer, Assistant Battle Watch Commander, and break out as Division or Directorate LCPO. At the team level, NMT, CMT or CPT/CST, should be qualified as Lead All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Lead Operational Target Development Analyst (OTDA)
- Leading their Task Forces as the Training, Readiness, and Exercise Manager (TRES) is highly encouraged
- Personnel assigned to NCIS or BCME in CI Support Officer billets answering CNO strategic level requirements
- Bupers/NPC: Rating Evaluator
- Personnel with K10A NEC's certifying as GEOINT Professional Certification: Geospatial Analyst (GPC-GA) and/or GEOINT Professional Certification/ Collections Manager (GPC-CM) should be given favorable consideration

### **Considerations for advancement from E8 to E9**

#### 1. Sea Assignments (CVN, LHD, LHA, LPD, CG, DDG (IDIS), Expeditionary, NSW support)

- Serving as or previously served as Dept/Div LCPO when available
- Intelligence qualified FIWO, FIWA, Targeteer, Intelligence Officer
- Technical acumen/proficiency should weigh heavily, as technical expertise is crucial to warfighting
- Serving as a Joint Special Operations Task Force J2 SEA or J2
- TAO, CICWO, OOD (I/P), Section leader, and other outside the normal scope (ie: ATTWO would be considered an exceptional qualifications)
- MTS and Enlisted Warfare qualifications are expected, when available at commands
- CSTT/DCTT team or other Training Team Leader
- Command Collateral with documented impact
- Sailor 360 management/mentorship
- CPOA involvement in leadership position
- CPO Initiation Lead preferred but Committee Leads as well

#### 2. Shore Assignments (all)



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- Serving as the CSEL or Dept LCPO at a major Navy, Numbered FLT MOC/MIOC, Joint command, or National Agency. Served in an IS Rating Specialist tours (Detailing, ECM, Placement Coordinator, Rating Evaluator etc.) FIWO Qualification at Numbered FLT MOC/MIOC should be given favorable consideration.
- Assignment as the Numbered Fleet, TYCOM, or Force rating lead
- Personnel assigned to ISIC, OPNAV, NPC, IS “A”, “C”, and/or “F” schools in leadership positions
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
- Command Collateral with documented impact
- Sailor 360 management/mentorship
- CPOA involvement in leadership position
- CPO Initiation involvement and leading a committee
- Cyber billets contain a unique perspective of OPINTEL for IS’s. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer (FIWO) and serve as the Directorate/Department LCPO. Qualify All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) through formal schooling, and demonstrate technical proficiency via command/mission impact. Demonstrate leadership of dynamic collection efforts across multiple teams
- Personnel assigned to NCIS or BCME in CI Support Officer or CI Agent billets answering CNO strategic level requirements