



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



Information Systems Technicians (IT.) ITs perform core and specialty functions of communications operations, message processing, network administration, and cybersecurity; secure, defend and preserve data, networks, net-centric capabilities, and other designated systems; implement security controls and defensive counter-measures; establish, monitor, and maintain Radio Frequency (RF) communications systems; perform spectrum management to support Joint, Fleet, and tactical communications; handle, store, and retrieve incoming and outgoing messages; build, configure, deploy, operate, and maintain information technology, networks and capabilities; perform network system administration, maintenance and training; manage, plan and coordinate unit-level Information Systems Security (ISS) and integration across platforms, fleets, and services; and ensure the proper security, handling, accounting, reporting, and control of Communications Security (COMSEC) materials, systems, and equipment.					
<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	ITCM	21.9 Yrs	CSEL	36/36	8 <sup>th</sup> Sea/Shore Tour Billet: CSEL, DLCPO Qual: SEA
23-26	ITCM ITCS	21.9 18.3	CSEL	36/36	7 <sup>th</sup> Sea/Shore Tour Billet: CSEL, DLCPO, Spectrum Mgr, KMI Mgr Duty: Ship/Afloat Staff, NCTAMS, NCTS, NIOC. Operational Shore Duty, Expeditionary Qual: IW, SW, AW, EXW, ATS, MTS, and SEA
20-23	ITCM ITCS ITC	21.9 Yrs 18.3 16.4	CWO, CSEL	36/36	6 <sup>th</sup> Sea/Shore Tour Billet: CSEL, DLCPO, ISSM, Spectrum Mgr, KMI Mgr Duty: Ship/Afloat Staff, TYCOM, NCTAMS, NCTS, CIWT, ATG, IWTG, CPT, NIOC, Expeditionary Qual: IW, SW, AW, EXW, ATS, MTS, JFTOCWO, SEA, and unit specific
16-20	ITCS ITC IT1	18.3 Yrs 16.4 7.6	CWO, OCS, MECP, CSEL, RTC, MACO	36/36	5 <sup>th</sup> Sea/Shore Tour Billet: DLCPO, LCPO, LPO, ISSM, Spectrum Mgr, KMI Mgr, Instructor Duty: Ship/Afloat Staff, TYCOM, NCTAMS, NCTS, CIWT, ATG, IWTG CPT, NIOC, Expeditionary Qual: IW, SW, AW, EXW, ATS, MTS, JFTOCWO, SEA, CSOOW and unit specific
12-16	ITCS ITC IT1	18.3 Yrs 16.4 7.6	LDO, CWO, OCS, MECP, CSEL, RTC, MACO	36/36	4 <sup>th</sup> Sea/Shore Tour. Billet: DLCPO, LCPO, LPO, ISSM, Spectrum Mgr, KMI Mgr, Instructor. Duty: Ship/Afloat Staff, TYCOM, NCTAMS, NCTS, CIWT, ATG, IWTG, CPT, NIOC, Operational Shore Staff, Expeditionary Qual: IW, SW, AW, EXW, ATS, MTS, JFTOCWO, SEA, CSOOW and unit specific



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8-12	ITC IT1 IT2	16.4 Yrs 7.6 3.4	LDO, RTC, MECP, MACO, OCS	36/36	3 <sup>rd</sup> Sea/Shore Tour Billet: LCPO, LPO, Spectrum Mgr, KMI Mgr, Instructor Duty: Ship/Afloat Staff, NCTAMS, NCTS, ATG, IWTG, CIWT, CPT, Expeditionary Qualification: IW, SW, AW, EXW, ATS, MTS, JFTOCWO, COW, CWO, CSOOW and unit specific
4-8	IT1 IT2 IT3	7.6rs 3.4 1.9	STA-21, OCS, MECP	36/36	2 <sup>nd</sup> Sea/Shore Tour Billet: CWO, SYSADMIN Duty: Ship/Afloat Staff, NCTAMS, NCTS, NIOC, Operational Shore Staff, IWTG, CPT, Expeditionary Qualification: IW, SW, AW, EXW, COW, CWO, and unit specific
1-4	IT2 IT3	2.0 Yrs 1.9	Naval Academy, NROTC	48/36	1 <sup>st</sup> Sea/Shore Tour Billet: Tech Control, Msg Cntr, Help Desk Technician Duty: Ship, NCTAMS, NCTS, NIOC, IWTG, CPT, Expeditionary Qualification: IW, SW, AW, EXW, CWO, IT Modules, and unit specific
1+/-	IT3 ITSN Accession Training	1.9 Yrs			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. Sea/Shore flow rotation for IT is 36/36. A well-diversified history of assignments CONUS and OCONUS are a critical part in the path to promotion.
3. Sea duty assignments are demanding and provide Sailors with a more conventional career path. Traditional career enhancing sea duty tours should include leadership positions such as LPO, department/branch/division LCPO, and Numbered Fleet Staff/Strike Group Staffs. Serving in at least one challenging command-level collateral and achieving other qualifications that support command mission will ensure the best possible candidates are promoted. OCONUS sea duty assignments are extremely challenging and should be considered when selecting next duty assignment.
4. Career enhancing shore tours should be positions in which Senior Enlisted Leaders develop subordinates and mentor them in proper career progression with emphasis on continuing technical and leadership development. IT leadership-intensive shore duty billets include NCTAMS, NCTS, CIWT, ATG, IWTG, Rating Assignments Detailer, White House Communications Agency (WHCA), Cyber Protection Team (CPT), Cyber Mission Force (CMF) and Operational Shore billets. Sailors should make it a point to serve at least one tour at a NCTAMS or NCTS during their career.



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5. While there are many challenging sea/shore assignments in the IT community, Expeditionary communications support assignments are highly recommended due to their high OPTEMPO. Expeditionary assignments include Navy Expeditionary Combat Command (NECC), Joint Communications Unit (JCU), Joint Communications Support Element (JCSE), Naval Special Warfare (NSW), and Naval Special Warfare Development Group (DEVGRU). Though billets are limited, Sailors should consider serving at least one tour in an Expeditionary communications support billet. Initial tours and subsequent tours after successful Fleet assignments should not be looked at unfavorable.

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

1. Sea Assignments: Sea duty tours are onboard surface units. Expeditionary assignments are also considered sea duty and candidates are carefully screened prior to assignment.

- Should show strong documented leadership results serving as LPO, Watch Supervisor, or in other key leadership positions
- Should show strong documented technical knowledge in assigned billet
- Demonstrate operational and/or command-wide impact
- Enlisted Warfare Qualifications are expected when available
- Training Team (DCTT, MTT, CSTT, 3MTT, etc.) leader/member with documented impact
- Command or Asst Command Collateral Duties with documented impact
- FCPOA leadership or influential involvement
- Sailor 360 involvement

2. Shore Assignments: Shore duty billets are primarily at NCTAMS, NIOC, IWTC, CPT, ATG, IWTG, CPT, CMF and at Operational shore sites.

- Should show strong documented leadership results serving as LPO, Watch Supervisor, Instructor or in other key leadership positions
- Should show strong documented technical knowledge in assigned billet
- Demonstrate operational and/or command-wide impact
- Enlisted Warfare Qualifications are expected when available and/or MTS/ATS if at IWTC, ATG or IWTG
- Command or Asst Command Collateral Duties with documented impact
- FCPOA leadership or influential involvement
- Sailor 360 involvement

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

1. Sea Assignments: Sea duty tours are onboard surface units. Expeditionary assignments are also considered sea duty and candidates are carefully screened prior to assignment.

- Should show strong documented leadership results serving as a LCPO or in other key leadership positions
- Should show strong documented technical knowledge in assigned billet
- Demonstrate operational and/or command-wide impact
- Enlisted Warfare Qualifications are expected when available
- Training Team (DCTT, MTT, 3MTT, etc.) Leader with documented impact
- Command or Asst Command Collateral Duties with documented impact
- CPO Mess leadership or influential involvement
- Sailor 360 involvement and leading a CPO initiation committee

2. Shore Assignments: Shore duty billets are primarily at NCTAMS, NIOC, IWTC, CPT, ATG, IWTG, CPT, CMF and at Operational shore sites.

- Should show strong documented leadership results serving as a LCPO, Rating Detailer, Training Manager, Course Manager, or Lead Instructor or in other key leadership positions
- Should show strong documented technical knowledge in assigned billet
- Demonstrate operational and/or command-wide impact
- Enlisted Warfare Qualifications are expected when available and/or MTS/ATS if at IWTC, ATG or IWTG



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- Command or Asst Command Collateral Duties with documented impact
- CPOA leadership or influential involvement
- Sailor 360 involvement and leading a CPO initiation committee

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

1. Sea Assignments: Sea duty tours are onboard surface units. Expeditionary assignments are also considered sea duty and candidates are carefully screened prior to assignment. 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 results serving as a DLCPO/BLCPO or in other key command leadership positions
- Should show strong documented technical knowledge in assigned billet
- Demonstrate operational and/or command-wide impact
- Enlisted Warfare Qualifications are expected when available
- Command Collateral Duties with documented impact
- Training Team (DCTT, MTT, 3MTT, etc.) Leader with documented impact
- CPO Mess leadership or influential involvement
- Sailor 360 involvement and leading a CPO initiation committee

2. Shore Assignments: Shore duty billets are primarily at NCTAMS, NIOC, IWTC, ATG, IWTG and at Operational shore sites.

- Should show strong documented leadership results serving as a SEL, DLCPO or in other key command leadership positions
- Should show strong documented technical knowledge in assigned billet
- Demonstrate operational and/or command-wide impact
- Documented overall impact to IT rating (e.g. Rating Strategy Council, OCCSTDS, MPT)
- Enlisted Warfare Qualifications are expected when available and/or MTS/ATS if at IWTC, ATG or IWTG
- Command Collateral Duties with documented impact
- CPOA leadership or influential involvement
- Sailor 360 involvement and leading a CPO initiation committee