Cryptologic Technicians Interpretive (CTI). CTIs are Professional Cryptologic Language Analyst (CLA), specializing in analysis of foreign military operations, radiotelephone communications, cyber operations, and preparation of statistical studies/technical reports requiring knowledge of a foreign language.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA / SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CTICM	18.8 Yrs	CSEL	Not Defined	8th – 9th Tour Billet: Staff Duty/ECM/CSEL. Duty: CSEL, BUPERS, C10F, CIWT, DLI, NAVIFOR, NIOC, OPNAV.
23-26	CTICM CTICS	18.8 Yrs 16.9	CSEL	Not Defined	7th – 8th Tour Billet: Staff Duty/ECM/CSEL. Duty: CSEL, BUPERS, C10F, CIWT, DLI, NAVIFOR, NIOC, NCU, NPC, OPNAV. Qualification: CSEL, SEA.
20-23	CTICM CTICS CTIC	18.8 Yrs 16.9 13.2	LDO, CWO, CSEL	Not Defined	6th – 7th Tour Billet: CSEL, Detailer, Major Staff, Dept/Dir LCPO, Tactical Ops Supervisor, USCC, SLA/TLA Duty: BUPERS, C10F, CIWT, DLI, NAVIFOR, NIOC, NCU, NPC, OPNAV. Qualification: SEA.
16-20	CTICM CTICS CTIC CTI1	18.8 Yrs 16.9 13.2 7.0	CWO, OCS, CSEL, MECP, Recruiting, RDC	Not Defined	5th - 6th Tour Billet: CSEL, Detailer, Major Staff, Div/Dept LCPO/LPO, Direct Support LCPO/LPO, Watch Supervisor, Lead Instructor, Instructor, Lead Analyst, Tactical Ops Supervisor, Cyber Teams, WTI, SLA/TLA. Duty: C10F, CIWT, NAVIFOR, NIOC, NCU, NPC, OPNAV. Qualification: SEA, MCCEP Phase IV, MTS, IW, SW, AW, SG, EXW, NAC.
12-16	CTIC CTI1	13.2 Yrs 7.0	LDO, CWO, OCS, MECP, Recruiting, RDC, MLAP	Not Defined	4th - 5th Tour Billet: Detailer, Div/Dept LCPO/LPO, Direct Support LCPO/LPO, Watch Supervisor, Lead Instructor, Instructor, Lead Analyst, Tactical IW Op, Cyber Teams, CLPM/TLM, WTI. Duty: CIWT, NCU, NIOC, NPC, NSW TIO. Qualification: MCCEP Phase III, MTS, IW, SW, AW, SG, EXW, NAC.
8-12	CTIC CTI1 CTI2	13.2 Yrs 7.0 3.6	LDO, OCS, MECP, Recruiting, RDC, MLAP	Not Defined	3rd – 4th Tour Billet: Detailer, Div/Dept LCPO/LPO, Direct Support Supervisor, Watch Supervisor, Instructor, Senior Language Analyst, Senior Operator, Tactical IW Op, Special Programs, Cyber Teams, CLPM/TLM. Duty: CIWT, NCU, NIOC, NPC, NSW TIO. Qualification: MCCEP Phase III, MTS, IW, SW, AW, SG, EXW, NAC.

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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
4-8	CTI1 CTI2 CTI3	7.0 Yrs 3.6 1.7	STA-21, OCS, MECP Naval Academy, NROTC, Recruiting, RDC, MLAP	Not Defined	2nd Tour Billet: Senior Language Analyst, Senior Operator, Direct Support Op, Tactical IW Op, Cyber Teams. Duty: NCU, NIOC, NIOD, NSW TIO. Qualification: MCCEP Phase II, IW, SW, AW, SG, EXW, NAC.
2-5	CTI2 CTI3	3.6 Yrs 1.7	STA-21, OCS, MECP Naval Academy, NROTC	Not Defined	1st Tour Billet: Language Analyst, Basic Operator, Direct Support. Duty: NIOC (HI, MD, GA, TX, Korea). Qual: MCCEP Phase I, IW, SW, AW, SG, NAC.
1+	CTI3 CTISN CTISA Accession Training	1.7 Yrs	STA-21, OCS, MECP Naval Academy, NROTC	Not Defined	Recruit Training/Student "A" School, Apprentice CLP.

Notes:

1. "A" School required.

2. The CTI community is organized into five advancement groups which are affiliated to a geographic region or area of interest. CTIs (Groups 1-4) are identified both by the Group affiliation and the primary language(s) to which they are assigned. The primary accession languages are Arabic, Chinese-Mandarin, Korean, Persian-Farsi, Russian, and Spanish. Hebrew graduates are encouraged to re-train into another critical need language due to billet structure limits. Failure to re-language out of Hebrew, in and of itself, shall not be a negative consideration.

   a. CTI (Group 1) comprises Middle Eastern/North African languages.
   b. CTI (Group 2) comprises East/Far East languages.
   c. CTI (Group 3) comprises Latin/South American languages.
   d. CTI (Group 4) comprises Eastern Europe languages.
   e. CTI (Compressed at E9) comprises all CTICMs with no language affiliation.

3. All CTIs (Active/SELRES) competing for advancement **MUST** achieve a minimum of L2/R2 on the most recent DLPT in their primary language, as assigned by their CO, in order to be eligible to participate in the advancement cycle.. CTIs scoring L3/R3 or higher on their DLPT are required to test every two years. CTIs scoring below L3/R3 are required to test every year.

   a. Acceptable documentation of DLPT scores includes an evaluation with language scores or a CLPM generated memorandum for the record from Center of Information Warfare Training Corry Station, forwarded to the board via the candidate's LTB.
   b. Any CTI whose primary language DLPT has expired **MUST** possess a valid "Inability to Test" waiver from the Navy Language, Regional Expertise, and Culture Office (OPNAV N13F) in order to participate in the Navy wide advancement examination or to be eligible for selection by CPO, SCPO and MCPO boards.
   c. For advancement and special programs, due consideration shall be given to CTIs exceeding minimum language readiness standards (L2/R2); however, this remains only one factor in demonstrating capability to lead and perform cryptologic language operations.

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4. Core cryptologic language operations are performed by CTIs both at sea and on shore. The CTI billet base does not support a true Sea-Shore Rotation, however, due consideration shall be given to those demonstrating a concerted effort to maintain a healthy balance between sea and shore assignments. CTIs are given few opportunities to serve outside of their Center of Excellence (CoE). Consecutive tours at a CoE shall not be a negative consideration.

5. Sea time is accrued through Direct Support missions via Aircrew, Subsurface, or Surface missions and Sea Special Programs. CTIs may accrue extensive sea time, yet not attain a warfare qualification. This is due to augmentation aboard different class platforms during Direct Support tours, which may preclude them from qualifying AW, EXW, SG, or SW. Due to lengthy cyber mission training, in order to build technical expertise with operational impact, retouring in cyber teams or detailing from CMT to CST or CST to CMT shall not be a negative consideration.

6. A select few CTIs qualify to serve in highly competitive Sea Special Programs that require superior physical fitness and/or exceptional technical expertise. These programs include Support Activities to DEVGRU, Special Reconnaissance Teams (SRTs), the Defense Threat Reduction Agency (DTRA), Recruiting Command, and Special Projects Air/Submarines. Though their contributions are often unconventional in comparison to those of a typical crypto-linguist or language analyst, these Sailors contribute to National and Navy missions in their own distinct way. These Sailors are still expected to demonstrate sustained superior performance and technical expertise, while maintaining language readiness standards.

Considerations for advancement from E6 to E7

- Demonstrated Leadership as an LPO, Workcenter Supervisor/Mission Supervisor, Non-Commissioned Officer in Charge (NCOIC), or Battle Watch Supervisor.
- Demonstrated Technical Expertise with operational impact, preferably developing language analysts and/or new mission sets.
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Personnel assigned to CNRC, MLAP, NPC, or training command instructors ("A", "C", and "F" schools; NCS) are carefully screened and selected for that assignment.
    - Sailors selected to serve on these staffs are considered to be at the top of operational expertise and are highly valued by the CTI community.
    - For Sailors serving on Instructor Duty, Master Training Specialist (MTS) is expected if available. Those serving in a National Cryptologic School (NCS) billet may not be eligible for MTS, but all should qualify Adjunct Faculty or Faculty Certification.
- Enlisted Warfare Pins are expected when available. As of the release of COMNAVIFORINST 1414.1B, EIWS is not mandatory but should remain a factor of consideration when identifying Best Qualified candidates for advancement.
- Participate in Rating Leadership through Occupational Standards (OCCSTDS), Training Requirements Review (TRR), Personnel Qualification Standards (PQS) and other community working groups.
- Command Leadership with documented impact (e.g. ACFL, ACLPM, Language Mentor, SAPR, etc.).
- Completion of Military Cryptologic Continuing Education Program (MCCEP) phases.
- Sailor 360 leadership or influential involvement.
- FCPOA leadership or influential involvement.
- Completion of the Advanced Leader Development Course.

Considerations for advancement from E7 to E8

- Demonstrated Leadership as an LCPO, SEL/NCOIC, Workcenter Supervisor/Mission Supervisor, or Battle Watch Chief/Supervisor.
- Demonstrated Technical Expertise with operational impact, preferably developing language analysts and/or new mission sets.

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- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Personnel assigned to C10F, CNRC, MLAP, NAVIFOR, NPC, OPNAV, or training command instructors ("A", "C", and "F" schools; NCS) are carefully screened and selected for that assignment.
  - Sailors selected to serve on these staffs are considered to be at the top of operational expertise and are highly valued by the CTI community.
  - Sailors serving on Instructor Duty are expected to qualify Master Training Specialist (MTS), if available. Those serving in a National Cryptologic School (NCS) billet may not be eligible for MTS, but all should qualify Adjunct Faculty or Faculty Certification.
- Enlisted Warfare Pins are expected when available. As of the release of COMNAVIFORINST 1414.1B, EIWS is not mandatory but should remain a factor of consideration when identifying Best Qualified candidates for advancement.
- Participate in Rating Leadership through OCCSTDS, Job Duty Task Analysis (JDTA), TRR, PQS, Advancement Exam Readiness Review (AERR), Rating Strategy Council (RSCs), Defense Language Proficiency Test (DLPT) standard setting reviews and other community working groups.
- Command Collateral Duty with documented impact (e.g. CFL, CLPM, Language Mentor, SAPR, etc.).
- Completion of MCCEP phases.
- Sailor 360 and CPO Initiation leadership.
- CPOA and CPO Mess leadership.
- Completion of the Chief Petty Officer Leader Development Course.

Considerations for advancement from E8 to E9

- Demonstrated Leadership as a CSEL, Department LCPO, Senior Mission Supervisor, or SEL/NCOIC.
- Demonstrated Technical Expertise with operational impact, preferably developing language analysts and/or new mission sets.
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Personnel assigned to C10F, CNRC, NAVIFOR, NPC, OPNAV, TYCOM, or a training command ("A", "C", "F" schools; NCS) are carefully screened and selected for that assignment.
  - Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the CTI community.
- Enlisted Warfare Pins are expected when available. As of the release of COMNAVIFORINST 1414.1B, EIWS is not mandatory but should remain a factor of consideration when identifying Best Qualified candidates for advancement.
- Participate in Rating Leadership through OCCSTDS, JDTA, TRR, PQS, AERR, RSC, DLPT standard setting reviews and other community working groups.
- Command Collateral Duty with documented impact (e.g. CFL, CLPM, Language Mentor, SAPR, etc.)
- Completion of MCCEP phases.
- Sailor 360 and CPO Initiation leadership.
- CPOA and CPO Mess leadership.
- Graduate the Senior Enlisted Academy.

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