an introduction to billet based advancement

version 1.0
Billet-based advancement (BBA) was created to ensure that Sailors who have demonstrated the leadership, experience and skill sets to succeed at the next paygrade can compete for jobs that suit them best, at that next paygrade.

It offers the means to do that consistently with the ultimate incentive of promotion. It's competitive and, through the Detailing Marketplace, it enables expanded Sailor choice and billet alignment. That's good for

Transparency is key. This process helps us offer that to the maximum degree. Scoring criteria is used to determine which Sailor is best suited for each job, when more than one Sailor applies. That criteria is public

shore billets, BBA is geared toward minimizing unnecessary career disruptions and providing greater stability for Sailors and Navy families.

The programs that fall under BBA continue to expand. As any program due to the fact that we haven't explained it well enough. This guide provides an introduction to the policies and programs that make up BBA. We want you to take control of your career, and to give you and your families every opportunity to take a proactive role in your assignments and even your advancements. These programs and policies are designed to do that.

Read about them here. Learn about them so that as you apply for the jobs that will be the most professionally and personally enhancing to you, you'll be best informed to do so.

- Force Master Chief Bill Houlihan, Navy Personnel Command
This document will be updated as policies, programs and initiatives mature to achieve full operational capacity of billet-based advancements.
**know the policy**

Billet-based advancements (BBA) is a comprehensive term that covers all advancement initiatives that tie promotion and assignments together.

ABE and DC ratings are considered full BBA ratings and utilize the Rating Knowledge Exam (RKE). Sailors only need to take and pass the RKE one time. Once passed, the Sailor can be selected for opportunities using CA2P or A2P.

More ratings will be fully incorporated into BBA as the policy matures.

**KNOW THE benefits**

Sailors have more choice in their assignments to billets aligned to their paygrade.

**NEXT STEPS**

Visit MyNavyHR.navy.mil or scan the QR code and talk to your career counselor and chain of command to learn more about BBA career opportunities.

- Am I already part of BBA?
- What are the tour lengths for BBA Sailors?
- How do I advance through BBA?
**Detailing Marketplace Assignment Policy**

**Know the policy**

The Navy Detailing Marketplace Assignment Policy is a program designed to encourage E-4 and E-5 Sailors to stay Navy and fill critical positions at sea, and offer opportunities for advancement, bonuses, and more predictable sea duty.

Guidelines include an initial four year sea assignment followed by a three year sea assignment.

The ratings ABF, ABH, AME, AO, CS, EM, GM, GSM, IC, MM, QM and RS may advance via the Navywide Advancement Exam, Command Advance to Position (CA2P) or Advance to Position (A2P).

**Know the benefits**

DMAP incentives are CA2P or A2P and DMIP. These incentives can be combined with existing programs such as Career Sea Pay, Sea Pay Premium, and Selective Reenlistment Bonus.

DMAP Sailors are eligible for faster promotion opportunities, additional monetary incentives, and priority in follow-on assignments.

**NEXT STEPS**

Visit MyNavyHR.navy.mil or scan the QR code and talk to your career counselor and chain of command to learn more about DMAP career opportunities.

- Am I eligible for DMAP?
- How do I get paid more through DMAP?
- How do I promote faster through DMAP?
- Are consecutive sea tours served at the same command?
Detailing Marketplace Incentive Pay (DMIP)

KNOW THE POLICY

DMIP is a monthly bonus pay for the entire three year follow-on sea tour (amounts vary based on location and sea duty type).

Enlisted Sailors (E-6 & below) in the following rates are eligible for DMIP:

ABE, ABF, ABH, AME, AO, CS, DC, EM, GM, GSM, IC, MM, QM, RS

KNOW THE benefits

DMIP increases monthly Journeyman pay between $200-$1,100 for eligible DMAP Sailors.

NEXT STEPS

Visit MyNavyHR.navy.mil or scan the QR code and talk to your career counselor and chain of command to learn more about DMIP.

- Am I eligible for DMIP?
- How much pay am I eligible to receive at my follow-on tour?
KNOW THE POLICY

Advance to Position is a program that implements a billet based advancement system for enlisted Sailors (E-4 to E-5, or E-5 to E-6). This means that instead of promotion based on an examination and quotas, Sailors compete for specific jobs that require their experience and qualifications.

Eligible Sailors compete for a billet at the next higher paygrade via MyNavy Assignments (MNA) during their regular Detailing window. Sailor applications are graded via the Sailor Scoring Criteria. The best scoring application will be selected for the billet and advancement via PCS orders.

A2P opportunities may be advertised for BBA, DMAP or legacy advancement ratings. Sailors should carefully review MNA opportunities for in paygrade and advancement opportunities.

KNOW THE BENEFITS

A2P rewards Sailors for committing to serve at sea or shore.

Sailors have more control over their promotion and assignments using A2P.

Geographic stability for Sailors and families.

NEXT STEPS

Visit MyNavyHR.navy.mil or scan the QR code and talk to your career counselor and chain of command to learn more about A2P.
KNOW THE POLICY

Command Advance to Position (CA2P) is an opportunity for commanding officers (Duty Status Codes Type 2, 3, 4 and PRECOM) to build and maintain great teams by advancing top performers to positions of greater responsibility into vacant billets in the next higher paygrade.

CA2P is for E-4 to E-5 or E-5 to E-6 Sailors willing to obligate 24-months at current sea duty.

E-5 to E-6 must have completed 18 months on their current tour.

KNOW THE BENEFITS

Early advancement to E-5 or E-6.

Geographic stability for Sailors and families.

NEXT STEPS

Visit MyNavyHR.navy.mil or scan the QR code and talk to your career counselor and chain of command to learn more about CA2P.

• How are Sailors nominated for CA2P?
• How quickly do Sailors promote if selected for CA2P?
• How is CA2P different between DMAP ratings and other ratings?
• How is CA2P different from MAP?
KNOW THE POLICY

The Navy Senior Enlisted Marketplace is a billet based advancement system for E-7 to E-8 and E-8 to E-9. These Sailors compete for specific jobs advertised in MNA that require their experience and qualifications for the next higher paygrade.

Sailors are reviewed by a selection screening board. Qualified Sailors compete in the Senior Enlisted Marketplace for a billet at the higher paygrade. All applications are graded using the Sailor Scoring Criteria allowing the highest scoring application to be assigned the billet.

Selected Sailors can accept orders, obligate the required service time, and complete the billet required training.

KNOW THE BENEFITS

 Increases Sailor choice for assignments that meet billet paygrade.

SEM gives Sailors more control over their careers.

NEXT STEPS

Visit MyNavyHR.navy.mil or scan the QR code and talk to your career counselor and chain of command to learn more about SEM.

• How can I be competitive in the Senior Enlisted Marketplace?
• How long am I eligible to compete in the Senior Enlisted Marketplace?
**KNOW THE POLICY**

The Navy Meritorious Advancement Program (MAP) allows commanding officers to recognize and promote high-performing enlisted Sailors (E-3 to E-5) to the next paygrade outside of the regular advancement cycles.

Quotas are allocated to commands based on billets authorized.

Starting in 2025, Sailors who entered into the Navy as an E-3 and have accumulated 12 months of time in service will be eligible for a MAP quota to E-4.

**KNOW THE BENEFITS**

Early advancement for deserving Sailors.

**NEXT STEPS**

Visit MyNavyHR.navy.mil or scan the QR code and talk to your career counselor and chain of command to learn more about MAP.

- How many quotas is my command authorized?
- What rates are eligible for MAP?
KNOW THE POLICY

MyNavy Assignment is the detailing marketplace online where Sailors can apply for jobs, access their Electronic Training Jacket, and view the latest messages from detailers.

Access MNA through a secure CAC-enabled website at https://mynavyassignment.dc3n.navy.mil/mna/Index.action.

KNOW THE BENEFITS

Using MyNavy Assignment provides Sailors with greater opportunities to plan their career.

Jobs that meet Sailors preferences.

More opportunities for Billet Based Advancement.

Greater transparency in detailing cycles.

Sailors may apply for advancement billets or in grade assignments as eligible.

NEXT STEPS

Visit MyNavyHR.navymil or scan the QR code and talk to your career counselor and chain of command to learn more about MNA.

- What is the MNA schedule?
- What are my MNA negotiating windows?
MyNavyHR is constantly working to improve our processes. Please take a moment and scan the QR Code above to take a brief survey.