FAQ  (Updated 18 OCT 2023)
Additional information can be requested by e-mailing SrEnlistedMarket.fct@navy.mil

Q. Who is eligible for billet-based advancement based on NAVADMIN 261/22?
A. E-8 Sailors who are eligible for the Fiscal Year 2024 Active Duty Master Chief Petty Officer Selection board and who are successfully screened as eligible candidates for advancement to E-9. Screening results are contained within NAVADMIN 125/23 for the rates selected for this program.

Q. When will it transition to other ranks?
A. In time, billet-based advancements are expected to become the standard for E-5 through E-9 enlisted Sailors. The Marketplace is expected to be in effect for E-8 eligible Sailors as soon as 2024 (fiscal year 2025 board season) and for E-7 eligible Sailors at a date to be announced later.

Q. What will the new process look like for Sailors?
A. The process begins with the Fiscal Year 2024 Active Duty Master Chief Petty Officer Advancement Selection and Senior Enlisted Marketplace screening board in spring 2023. The board will issue results for those Sailors that have screened for the next paygrade. Those screened will have the opportunity to compete in MNA marketplace for advancement billets against other advancement-eligible and current in grade Sailors.

- The board may merit screen up to 15 percent of selected candidates with an asterisk “*”. A merit screen will result in an increased score via the Sailor Scoring Criteria. The Sailor Scoring Criteria is posted on the MyNavy HR Senior Enlisted Marketplace web page.
  - Merit Screened Sailors can expect a “concierge detailing” experience, which means the Detailer will contact the Sailor if not selected for one of the Sailor’s top two applications during a MyNavy Assignment Cycle. The Sailor may agree to other, lower preference E-9 orders (applications 3-7) if available or, reapply in following cycles.
- Both in grade and screened candidates can apply for up to seven billets per cycle, beginning with the August MyNavy Advancement cycle. Do not apply for orders you cannot or do not intend to fill.
- Screened Sailors can enter the Senior Enlisted Marketplace regardless of their projected rotation date, but must complete a minimum of 12 months at their current command before they can transfer.
- Screened Sailors can expect three potential outcomes within the Senior Enlisted Marketplace:
Selected for a billet requirement. After receiving orders, passing related screening and obligating service, the Sailor can be frocked within 30 days of transfer and is advanced upon reporting to fill the higher paygrade requirement.

Choose to take another in grade billet. Screened Sailors may continue to apply for advancement billets as long as they maintain their screening and eligibility for advancement.

Not matched to a follow-on (advancement) position during the 24 month eligibility: Sailors will re-board for screening if eligibility is removed or expires.

Q. I am listed on the Screening board NAVADMIN, but don’t have an asterisk “*” next to my name, what does that mean?
A. All Sailors listed on the Screening board announcement NAVADMIN are considered “successfully screened” by the board and eligible to compete in the marketplace. Sailors with an asterisk (“*”) next to their name earn higher ranking when competing for billets in the marketplace based on the SSC.

Q. What will happen to Sailors who aren’t screened to compete in the Senior Enlisted Marketplace?
A. Sailors who do not successfully screen to compete in the marketplace, but who remain advancement eligible in all other respects, will be considered for screening during the next fiscal year’s board. If within 12 months of their PRD commence applications for in grade assignments.

Q. What if I am on the screening list NAVADMIN and am unable to successfully align to a higher paygrade requirement in the marketplace?
A. Successfully-screened Sailors who do not select for a higher paygrade will be allowed to compete within the marketplace for up to 24 months. After 24 months, Sailors will need to be re-screened at the next board opportunity.

Q. I’m on the screening list, when will I get frocked?
A. Sailors must first compete and be selected for a higher-paygrade billet. Once selected and screened, Sailors must obligate service for the length of the orders, then the Sailor can be frocked within 30 days prior to transfer and will advance to E-9 upon reporting to the billet for permanent duty (after completing of any required schools).

Q. Can I apply for a job at my current rank?
A. The Navy encourages Sailors who successfully screened to apply for billets in the next higher paygrade. Sailors may still apply for jobs in their current rank, and if selected, will fill billet requirement in their current paygrade. Successfully-screened Sailors who do not select for
a higher paygrade will be allowed to continue to compete within the marketplace.

Q. What happens if I do not get posted to orders in the next paygrade, and my PRD is before the next year’s marketplace opportunities?
A. Sailors who are not selected for a billet or do not pass screening for a billet (and therefore do not execute orders in the next higher paygrade), will continue to apply and compete for a billet in the higher grade through their eligibility. Each Sailor can submit up to 7 applications within each MNA cycle.

Q. I just reported to my command, and found out I was screened, can I participate in the Senior Enlisted Marketplace?
A. Screened Sailors can enter the Senior Enlisted Marketplace regardless of their projected rotation date, but must complete a minimum of 12 months at their current command before they can transfer.

Q. I am under orders or already have negotiated orders, but I’ve been screened to compete for an E-9 job. Can I re-negotiate my orders?
A. Yes. Sailors already negotiating for PCS orders, have pending manning actions, or who are in receipt of PCS orders at the time of the board results may still compete in the marketplace.

Q. How will this effect High-Year Tenure?
A. Sailors who are close to high-year tenure remain advancement eligible, unless precluded by current advancement and high-year tenure policy. If screened to compete for advancement, a Sailor who is close to high-year tenure will have their timeline suspended for the time they are participating in the Senior Enlisted Marketplace, not to exceed 24 months. If a successfully-screened Sailor is not selected for a billet at the next higher paygrade within the allotted timeframe, then that Sailor would begin retirement or separation processing.

Q. Will all jobs for Advancement be at-sea?
A. Sea, shore, and overseas - will be advertised in the Senior Enlisted Marketplace.

Q. How will Sea / Shore flow be impacted?
A. Sailors typically will retain their current Sea / Shore flow rotation until they are screened. Under the Senior Enlisted Marketplace, the Sailor has increased flexibility and career timing choices to compete for advancement opportunities in the marketplace.

Q. What can Sailors do to better prepare for the change?
A. The Navy recommends Sailors review their records for accuracy on a regular basis, but especially prior to a selection board. Missing information that would not be corrected by the time
a board convenes should be submitted via direct communication to the board. Selection board NAVADMIN, precept and more information will be available here: 
https://www.mynavyhr.navy.mil/Career-Management/Boards/Active-Duty-Enlisted/MCPO-Selection-Boards/. In addition, Sailors should review career progression development opportunities by talking to your Enlisted Community Managers and your mentors.

**Q. How does my command advance me?**

**A.** Advancement is affected the day that all requirements are met and the Sailor is checked into the ultimate duty station (ACC 100). Similar to the A2P process, the advancement is submitted via NSIPS by the command. If there are issues with the advancement posting the command Admin should submit obligated service documentation and the Page 13 to askmncc@navy.mil

**Q. There is a advancement billet available at my command and I am screened. Can I be aligned to the billet and advance?**

**A.** All billets for SEM must be competitive via the SSC. This process will give appropriate opportunity for all in grade and screened to apply and compete. Exception to Policy (ETP) requests are not being entertained for a non-competitive advancement. If the billet for your command is advertised, you may apply for that billet in the marketplace. If you have the top score you will be posted to the billet and advanced when all requirements have been met.