



BLUF

Senior Enlisted Marketplace Fact Sheet

May 2023

The Navy announced changes to the enlisted advancement system in NAVADMIN 261/22. The message announced a fundamental shift in how enlisted sailors will be advanced, using a billet-based advancement system, beginning with Active Duty Senior Chief Petty Officers who are eligible to participate in the Active Duty Master Chief Petty Officer selection board process Spring 2023.

Who Needs to Know

- Senior Chief Petty Officers eligible for the Spring 2023 Master Chief Petty Officer (FY24) board.
- Triads, Chiefs Mess

What You Need to Know / Talking Points

- The Senior Enlisted Marketplace, announced in NAVADMIN 261/22, brings billet-based advancements to Senior Enlisted E-7 to E-9 Sailors, beginning with E-8 Sailors who are eligible for the Fiscal Year 2024 E-9 selection board in Spring 2023. This shift will help to align our most experienced enlisted Sailors to billets which specifically need their training, leadership and experience.
- This process better aligns Sailor talent with unit job requirements and seeks to advance Sailors who are committed to staying Navy. The change also aims to reduce disruption to Sailors, families, and commands when Sailors are realigned to positions that match their paygrade outside of their normal permanent change of station timelines.
- During the transition period, as we stand up billet based advancement and operationalize the Senior Enlisted Marketplace, the Navy will continue efforts to correct paygrade misalignments in Senior Enlisted paygrades through the Senior Enlisted Assignment Optimization process.
- Command Senior Enlisted Program, Nuclear, Musicians and Navy Special Warfare (Special Warfare Operators (SOs) and Special Warfare Boat Operators (SBs)) Sailors **are not affected by this change** and will remain under their respective legacy board and distribution processes.
- The next several years will see incremental changes in policy and information technology systems to support the Navy's eventual transition to a fully billet-based advancement system for E-5 to E-9 Sailors.

Sample POD/POW Notes

- SENIOR ENLISTED MARKETPLACE. NAVADMIN 261/22 expands billet-based advancements to Senior Enlisted ranks. The change first impacts SCPOs eligible for the FY24 MCPO board. Find out more at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace/>.
- SENIOR ENLISTED MARKETPLACE. SCPOs eligible for the FY24 MCPO board need should check NAVADMIN 261/22. Advancement is changing to billet-based. Check <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace/> for more information.
- BILLET BASED ADVANCEMENT. Billet-based advancement (programs like DMAP, Command Advance to Position) expanded to Senior Enlisted ranks in NAVADMIN 261/22.

FAQ

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.

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 a merit reordered list of



advancement-eligible E-8s who will then compete in the assignment marketplace for E-9 billets against other advancement-eligible E-8s and current E-9s.

- In the new screening board process (similar to officers), the board may reorder up to 15 percent of selected candidates with an asterisk “*”. A merit selection will result in a better ranking in the marketplace when competing for orders in the next paygrade.
 - These Sailors can expect a “concierge detailing” experience, which means their detailer will call if the Sailor is not selected for one of the Sailor’s top two preferences during a MyNavy Assignment Cycle. Merit reorder Sailors will have three choices (if not selected for their top two preferences): (1) agree to other, lower preference E-9 orders; agree to different priority orders; or turn down orders for the cycle and reapply next cycle.
- Current Master Chiefs and successfully-screened candidates can apply for up to seven billets per cycle, beginning with the August MyNavy Advancement cycle.
- Current Master Chiefs will continue to enter the Senior Enlisted Marketplace based on existing MyNavy Assignment business rules.
- Once in the Senior Enlisted Marketplace, current Master Chiefs and successfully-screened candidates will be ranked for jobs they apply for based on weighted elements from a paygrade specific Sailor Scoring Criteria (SSC) that will be available is available on the MyNavy HR Senior Enlisted Marketplace web page. The SSC determines which Sailor best matches the job requirement.
- Successfully-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.
- Sailors successfully screened as eligible for E9 can expect three potential outcomes within the Senior Enlisted Marketplace:
 - Selected for an E-9 billet requirement. After accepting the billet, 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 E-8 billet. A Sailor may choose to decline the advancement opportunity and instead take a Senior Chief billet. In this case, the Sailor will need to screen again.
 - Hold and apply next year: If Sailors are unable to take a job in the next paygrade due to circumstances outside of their control (e.g. Sailor placed on limited duty; Exceptional Family Members; DoD tour restraints; safety moves; assignment resets or custody issues), then that Sailor will be added to the following fiscal year’s merit reorder screening. Sailors in this situation will keep their merit reorder ranking, if awarded, and will be eligible to reenter the Marketplace after the next year’s board.

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 eligible for screening during the next fiscal year’s board.

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 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.