FAQ

Q. Who does this policy change affect?
A. The Senior Enlisted Marketplace, announced in NAVADMIN 261/22, brings billet-based advancement to Senior Enlisted E-7 to E-9 Sailors, beginning with E-8 Sailors who are eligible for the Fiscal Year 2024 Active Duty Master Chief Petty Officer selection board in Spring 2023.

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. 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 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 is posten on the MyNavy HR Senior Enlisted Marketplace 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. Sailors within their PRD window who choose an E-8 position will lose their screened status, but will be reconsidered by the next fiscal year’s E-9 screening board if they retain all other eligibility requirements.

Not matched to a follow-on position during the first year: Upon passing the PERS-8 performance eligibility review (May-June), these Sailors will maintain their screened status (including Merit Screened status if applicable) for an additional year and will be automatically added to the next SEM E-9 screening board announcement NAVADMIN (in a separate section). These Sailors may then participate in the following August through April MNA cycles, but may need to request a PRD shift with PERS-4, via NAVPERS 1306/7, Electronic Personnel Action Request.

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 for advancement to E-9. Sailors with an asterisk (“*”) next to their name earn higher ranking when competing for billets in the marketplace.

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.

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 automatically added to the next fiscal year’s screening board list and be allowed to reenter the marketplace with their merit reorder ranking (if awarded) for up to 24 months. After 24 months, Sailors will need to be re-screened at the next E-9 screening board.

Q. I’m on the screening list, when will I get frocked?
A. Sailors must first compete and be selected for an E-9 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 a billet requirement in their current paygrade of E-8. Successfully-screened Sailors who do not select for
a higher paygrade will be automatically added to the next fiscal year’s screening board list and be allowed to reenter the marketplace with their merit reorder ranking (if awarded).

Q. What happens if I do not get under orders in the next paygrade, and my PRD is before the next year’s marketplace opportunities?
A. Sailors who are not selected for or do not pass screening for a billet (and therefore do not receive orders in the next higher paygrade), and whose primary rotation dates ends before the next year’s marketplace opportunities are available, should work with PERS-40 to consider extending onboard at their present command, or take orders as an E-8. Successfully-screened Sailors who do not select for a higher paygrade will be automatically added to the next fiscal year’s screening board list and be allowed to reenter the marketplace with their merit reorder ranking (if awarded) for up to 24 months. After 24 months, Sailors will need to be re-screened at the next E-9 screening board.

Q. I just reported to my command, and found out I was screened as advancement-eligible, can I participate in the Senior Enlisted Marketplace?
A. 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.

Q. I am under orders or already have negotiated orders, but I’ve been screened as eligible for E-9. Can I re-negotiate my orders?
A. Yes. Sailors already negotiating for PCS orders, pending manning actions, or who are in receipt of PCS orders at the time of the board results must recompete in the marketplace for an E9 requirement, or choose to take an E8 job (and re-compete at the next E-9 board the following year).

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 selected as screening-board eligible 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. The master chief petty officer 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.