

SENIOR ENLISTED MARKETPLACE FAQs

Q. How does a Sailor advance in the Senior Enlisted Marketplace?

A. Once a Sailor has been screened by a FY screening board, there are two paths to advancement under the Senior Enlisted Marketplace: **Advance to Position (A2P)** and **Advancement Request Alignment (ARA)**.

Q. How does a Sailor apply for Advance to Position orders?

A. Once screened for advancement, the Sailor may apply for jobs in My Navy Assignment at the next higher paygrade, regardless of Projected Rotation Date (PRD), for up to 24 months.

Q. How does the Navy choose who is selected for a job in My Navy Assignment?

A. All applicants for a job in My Navy Assignment will receive a score based on the Sailor Scoring Criteria (SSC). SSC ranks applicants based on Sailor and command preference, rating match, paygrade match, NEC match, and cumulative sea time. The applicant with the highest score is selected for the orders.

Q. How does a Sailor submit an Advancement Request Alignment?

A. Commanding officers or Officers in Charge with billets available or projected vacant within 6 months for the next higher paygrade may request an Advancement Request Alignment by submitting a Manning Realignment Request (MRR) in My Navy Assignment using ARA as the request reason.

Q. What are the eligibility requirements for a Sailor to advance via an Advancement Request Alignment?

- A.
- Board screened Sailor not currently under orders or have pending orders.
 - Board screened Sailor not within 12 months of PRD order negotiation window.
 - The billet must not have a tentative gain or prospective gain identified.
 - Sailor must be willing to meet obligated service requirements.

Q. Do I have to extend onboard to advance via ARA?

A. Sailors advancing via ARA on **Sea duty** must obligate service and extend PRD for 36 months from the advancement date.

Sailors advancing via ARA on **Shore duty** must obligate service for 36 months for a follow on tour; PRD will not be extended.

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Q. If a Sailor gets Direct Detailed because they weren't selected for orders to an E-7 billet within 24 months of screening, does the Sailor have a choice to refuse being direct detailed?

A. No.

Q. How does the Senior Enlisted Marketplace work for Spouse Collocation cases or Exceptional Family Member (EFM)?

A. Clear communication with the Detailer will ensure that your EFM and military Spouse collocation are considered.

If both Sailors are dual military (Navy) and both Sailors are board screened Sailors participating in the same My Navy Advancement (MNA) cycle, the first Sailor that is selected for a job in the next- higher paygrade becomes the lead Sailor in the assignment process. The PRD for the spouse will be adjusted to match the lead Sailor's anticipated transfer month, which will give the Sailor an opportunity to continue to apply for an advancement that matches the spouse's new duty location.

If the non-lead spouse is not selected for an advancement opportunity, rating detailers will select the Sailor for a job within their current paygrade in the lead spouse's new duty location. If board screened, the spouse may continue to apply for an advancement opportunity. Sea and shore rotation will be considered in the assignment process for both spouses.

Q. If a Sailor is screened for CPO but has existing E-6 orders with a transfer date immediately following pinning, does that Sailor need to execute their current E-6 orders?

A. Yes. The Sailor will need to execute orders and negotiate for E-7 (CPO) orders in My Navy Assignment. If the Sailor is able to negotiate a CPO billet at the command or within Type Command (TYCOM) prior to the execution of the E-6 orders, the Sailor may be diverted.

Q. How is the Time-In-Rate (TIR) of a Sailor, selected for CPO, initiated and pinned to Chief affected by the time it takes to screen and select for orders?

A. All CPOs time-in-rate will remain in line as stated in BUPERSINT 1430.16G. For example, FY 26 Screened CPO Sailor reports to ultimate duty station on June 1, 2027, the time in rate (TIR) will be September 2026.

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Q. What is the process when a sailor fails to meet one or more specific requirements (NEC, schools, NJP, failed recent PFA) for CPO Orders selected for SEM?

A. If a Sailor does not meet the billet requirements they will be directed to an in-grade billet and recycled to the marketplace. If a loss of promotion recommendation occurs, they will be defrocked and recycled back to the board when eligible.

Q. How is CPO initiation going to be integrated?

A. CPO initiation will commence immediately following the release of the board screening results. Screened CPOs will be able to negotiate advancement orders during the MNA window following pinning.

Q. Can I apply for SEM orders while on LIMDU?

A. You can apply, negotiate, and execute any SEM orders you are qualified to fill.

Q. I am an E-6 filling an E-7 billet. Can I just be advanced to Chief since I am already filling the billet?

A. In accordance with the BBA 2025 update NAVADMIN, you must be a board screened Sailor in order to promote in the billet, provided all requirements are met and in line with ARA guidelines and processes.

Q. Is there a SEM exception to policy (ETP) if requirement to OBLISERV could affect a potential monetary loss (SRB)?

A. Exception to Policy requests will be considered in extenuating circumstances. Requests may be submitted to MNCC via SALESFORCE in accordance with NAVADMIN 112/25. If SRB considerations are present, that should be considered when applying for billets.

Q. If a screened and frocked CPO decides to separate and go into the reserves prior to getting CPO orders and getting paid, will they retain the rank on the reserve side?

A. Sailors will submit a rank determination to PERS 803 in accordance with BUPERINST 1430.16G.

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Q. Are screened CPOs allowed to pick billets that require a school?

A. Sailors may apply for the billets they are competitive for. A Sailor may be detailed into a billet that requires a with a school if the billet requires the training.

Q. Can screened CPOs apply for consecutive shore duty?

A. While back-to-back shore duty is permitted, maintaining the prescribed sea/shore rotation is strongly recommended to remain competitive for future selection boards. Sailors are encouraged to apply for billets for which they are competitive.

Q. When will E-7 pay start for newly pinned Chiefs?

A. Screened CPOs will advance when they arrive to their Ultimate Duty Station, or meet all ARA requirements.

Q. Will the E-7 SEM job ranking be similar to the scoring for E-8/E-9 SEM?

A. Yes, screened CPOs will use the same Sailor Scoring Criteria as screened Senior Chiefs and Master Chiefs.

Q. Will Nuclear Field Ratings ever be a part of SEM?

A. Nuclear Field ratings are not part of SEM, but there is an active working group for Nuclear Field inclusion in SEM.

Q. Do screened E-6 Sailors compete against E-7's in MNA? If so, is there a priority or process in place to ensure an objective selection process?

A. Yes, Chief Petty Officers compete alongside screened CPOs for E-7 billets. The Sailor Scoring Criteria is utilized to evaluate candidates, ensuring a fair and consistent selection process.

Q. How is Sea Shore Flow incorporated with the billet selection and/or Sailor Scoring Criteria?

A. Cumulative Sea Time is weighted. This keeps you in competition with your peers in your rating. Ensuring Sea Shore flow in the application process is important to meet career progression for the next advancement opportunity.

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Q. Can a command OPHOLD a SEM Chief and potentially delay their advancement?

A. A command may submit an OPHOLD request for screened CPO for up to 12 months. This may affect advancement timeline. Submitting an exception to policy (ETP) is recommended if advancement is potentially delayed due to this type of operational consideration.

Q. Will Individuals be merit screened for E-6 to E-7 SEM?

A. No.