



CSEL CAREER PATH



Command Senior Enlisted Leaders provide leadership and mentorship to the Navy and advises commanders and COs in partnership with the deputy, chief of staff, or executive officer. These duties include the dissemination and promotion of command policy and matters that support mission accomplishment. They also uphold and enforce the highest standards of professionalism and integrity, while enhancing active communication at all levels of command through the Department of the Navy.

HYT	CAREER MILESTONES	Professional Development	TOUR LENGTH	TYPICAL CAREER PATH DEVELOPMENT
34-38 Years	MCPON FLEET Nominative		24 Month Min	Billet: Tier I / II LM, FLTCM, MCPON
32-36 Years	Nominative CMDCM	CSEL ELS NSLS CMC/COB Mentor SEA/NLEC Mentor SELECTION BOARD SEL	24 Month Min	Billet: TIER II/III LM
30-34 Years	Nominative CMDCM COB	CSEL ELS NSLS Keystone (Less than 26 years TIS) SEA/NLEC Mentor SELECTION BOARD	24 Month Min	Billet: TIER III LM O5/O6 Sea or Shore
32 Years	CMDCM COB	Keystone (Less than 26 years TIS) SEJPME I & II SEA Mentor NSLL	36	As assigned by CMC Detailer O5/O6 Commander
32 Years	CMDCM (Converted from any rating through an administrative selection board or advanced from CMDCS) COB	SELECTION BOARD SEJPME I & II	36	1 st Tour As assigned by CMC Detailer
26 Years	CMDCS (Converted from any rating through an administrative selection board process)	SEJPME I & II	36	All tours until advanced to CMDCM Billet: CSEL Duty: O4/O5 Sea/Shore: LCS, MCM, Squadron, NTAG/MEPS, FLC, NROTC, CONSTITUTION

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Notes:

1. Senior Chief Petty Officers who are advancement eligible in their source rating and are selected through the Command Senior Chief Selection Board will immediately change ratings from their source rating to CMDCS and will be eligible to compete for advancement to Master Chief in the CMD rating. Members selected for CMDCM should be based on the best and fully qualified standard as laid out in the selection board precept. All candidates competing for advancement to CMDCM from the Senior Chief ranks should be capable of performing the duties of the next higher rank.

2. Command Senior Chiefs serve in a variety of positions during their first tour, to include: tours onboard LCS and MCM ships, USS CONSTITUTION, small aviation squadrons, small installations, and Military Entrance Processing Stations. Every tour is challenging in its own way, and no one type of command is more significant than the other.

3. Command Senior Chiefs (8CSC) with documented success and experience in the position should be considered more favorably than a recently selected Command Senior Chief, everything else being equal. The Command Senior Chief's success will be measured based on the following:

a. The CSEL will report directly to the commander or CO. They will also coordinate closely with the deputy commander, chief of staff, or XO, in the execution of their duties as listed in paragraph 2.b.

b. Duties and responsibilities of CSELs must include, but are not limited to subparagraphs 2.b.(1) through 2.b.(7):

(1). Assist commanders and COs in all matters pertaining to the warfighting readiness of Sailors, their families, and the command. This includes the welfare, health, job satisfaction, morale, utilization, and training of Sailors in order to promote standards of good order and discipline. They will advise commanders and COs on formulation and implementation of changes in policy affecting the command(s). Furthermore, they will provide solicited and unsolicited advice and recommendations to the chain of command as well as to their respective ISIC CSEL.

(2). Establish and maintain the conditions that ensure the unit is fully prepared for warfighting while enabling a culture of excellence that includes a productive and positive command climate.

(3). Develop a CPO Mess climate that serves to develop and maintain the highest levels of material and warfighting readiness, professional excellence, and esprit-de-corps.

(a) Possess a detailed understanding of the different phases of the optimized fleet response plan and their role in ensuring success.

(b) Instill a culture of excellence throughout the command, sharing responsibility for successful training, certifications, and assignments.

(4). Promote and ensure official ceremonies, such as retirements, frocking ceremonies, award ceremonies, etc. that honor Sailors are embraced and properly executed.

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(5). Assist in the management and delivery of proper, accurate, and timely communications throughout the command(s).

(6). Communicate with and support Navy families.

(7). Maintain awareness of and assist in the shaping of the health of command programs designed to ensure a professional command culture and climate

4. CSEL tours for 1st tour CMDCMs or CMDCSs will normally be to a Type 2 or Type 4 duty. All tours will be a minimum of 36 months unless dictated by DoD Area Tour Lengths. A 1st tour CMDCM or CMDCS is defined as a Senior Chief or Master Chief who has been selected through either the conversion selection process or advancement board process and is reporting to their first duty station as the CSEL.

5. Closed- Looped CMDCMs (ie: SEAL, NSW, SEABEE) selected will serve only in CMDCM billets in their respective communities, unless member chooses to apply outside of their respective community, with community approval. First assignment outside of community will most often be as a 1st tour CMDCM due to differences in methods and training of commands and Sailors for operational readiness.

6. CMDCMs who have previously served as Chiefs of the Boat (COBs) may serve their 1st and possibly a 2nd CMD tour in CMDCM billets restricted to the submarine community. This does not limit them from applying for 8CMC and applying outside of the submarine community. First assignment outside of community may be as a 1st tour CMDCM due to differences in methods and training of commands and Sailors for operational readiness.