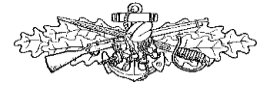




**BU CAREER PATH
(SCW)**

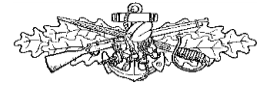


Builder (BU): BUs make up the largest segment of the Naval Construction Force. BUs work as heavy timber, rough and finish carpenters, roofers, concrete workers, masons, painters, bricklayers and cabinet-makers. Construction skills performed include: erecting wood, masonry, concrete and steel structures, installing interior finish work, sheet rock, paneling, ceramic tile walls, suspended ceilings, floor coverings, millwork and trim; operating carpentry shops, cabinet-making shops and tool and equipment repair shops; mixing, placing and finishing concrete to include building forms for concrete construction, operating concrete batch plants, portable concrete mixers and other concrete finishing tools and equipment; building wharves, bridges, and other heavy timber structures; reading and interpreting blueprints and preparing sketches for projects; making estimates of material, labor, Civil Engineering Support Equipment (CESE) requirements, and project management. Combat skills performed include: Embarkation via airlift/sealift; Chemical, biological and radiological (CBR) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT), expeditionary port damage repair (ExpPDR) and expeditionary airfield damage repair (ExADR) teams; performing camp security (e.g. guard duty, obstacle construction, observation posts, patrols for squad / platoon sized elements, convoys with various numbers of troops and CESE, and communications set up). Individuals obtain small arms qualifications, advanced first aid training and crew-served weapons qualifications.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	CBCM	24.6	CSEL, CMDCM	36	Subsequent Sea/Shore Tours
25-28	CBCM CUCS	24.6 Yrs 20.8	CSEL, CMDCM Naval Academy CSEL	36	4 TH Shore Tour Billet: CSEL, Training Manager, Staff Duty: NCR, NAVFAC, NCG CSFE/CECOS, EXWC, NSW, NECC, CTF, CBMU, UCT
22-25	CBCM CUCS BUC	24.6 Yrs 20.8 18.1	NSWDG	36	4 TH Sea Tour Billet: Company / OPS / Training Chief, CMD Safety Chief, MDV Duty: NMCB, NSW, UCT, EOD, ACB, NCHB, NSWDG, JSOC, EXWC
19-22	CUCS BUC BU1	20.8 Yrs 18.1 13.4		36	3 RD Shore Tour Billet: NCR / NCG Operations, NCG Training, Division SEL, Course Manager, RSS, Instructor Duty: CBMU, NCR, NCG, ACB, CSFE, NCTC, NSW, MUSE, NAVFAC, PWD, NECC, UCT
16-19	CUCS BUC BU1	20.8 Yrs 18.1 13.4	NSWDG, State Dept	42	3 RD Sea Tour Billet: CMD OPS Chief, CMD Training Chief, Project Manager, Platoon CPO, Det SEL / AOIC, Company Ops Chief, QC Chief, Safety Chief, MDV, Air Diving Supervisor Duty: NMCB, ACB, UCT, EOD, MUSE, NCHB, NSWDG, NSW, IA, State Dept.



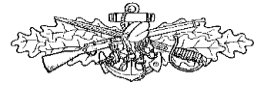
**BU CAREER PATH
(SCW)**



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
13-16	BUC BU1 BU2	18.1 Yrs 13.4 7.3	LDO, OCS, CECP, Brig Duty, Equal Opportunity Advisor, NSF Thurmont, RDC, Recruiter, NPC, SARP, SERE Instructor, USS CONSTITUTION, WHCA, WHMO, SECNAV Tours with Industry (SNTWI)	36	2 ND Shore Tour Billet: LCPO, Operations Chief, Project Chief, Platoon Chief, Project Supervisor, Construction Manager, Engineering Technician, Facilities Management Specialist, Instructor, Recruit Division Commander, LPO, Presidential Duty, Isolated Duty, Air Diving Supervisor, Demolition RSO/QA Duty: RDC, NPC, CSFE, NCTC, CBMU, NCG, NCR, CONUS / OCONUS PWD, UCT, NSW, NSF Thurmont, MUSE NDSTC, NAVFAC Dive Locker, EXWC Dive Locker
8-13	BU1 BU2	13.4 Yrs 7.3	LDO, OCS, CECP, UCT, MUSE, NSWDG, State Dept	54	2 ND Sea Tour Billet: LPO, Project Supervisor, Crew Leader, Shop Supervisor, Squad Leader, Quality Control Rep, Safety Rep, Training Dept, Tech Security Specialist. SCUBA Diving Supervisor, Demolition Team Leader. Duty: NMCB, ACB, UCT, State Dept, OSA, NSWDG, OCONUS PWD, MUSE, NSW, EOD, NAVFAC Dive Locker
5-8	BU2 BU3	7.3 Yrs 3.9	UCT, MUSE, STA-21, OCS, CECP, Recruit Division Commander, Recruiter, Brig Duty, NSF Thurmont, WHCA, WHMO, SECNAV Tours with Industry (SNTWI),	36	1 ST Shore Tour Billet: Instructor, Recruit Division Commander, Recruiter, Crew Leader, Shop Supervisor, Contract PAR, Locksmith, Facility Management Specialist Duty: RDC, CBMU, NCG, NCR, CONUS / OCONUS PWD, UCT, NCTC, NSF Thurmont, NSW, MUSE
1-5	BU2 BU3	7.3 Yrs 3.9	Naval Academy, NROTC	54	1 ST Sea Tour Billet: Crew Member, Lead BU, Sub Crew Leader, Crew Leader, Shop Supervisor, Basic trades. Duty: NMCB, ACB, EOD, NSW



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Notes:

1. **SEABEE RATING:** Ratings in which primary technical focus is construction industry. “A” School is a requirement for all ratings.
2. **E8 and E9 SEABEE RATINGS:** Three of the seven Seabee ratings compress to one rating at the E8 level. All of the Seabee rates then merge at the E9 level. All E8 Seabee ratings should be equally considered for advancement to E9 regardless of NEC or Special Program.

- a. CUCS - BU/SW/EA
- b. CBCM – CE/CM/CU/EO/UT

3. QUALIFICATIONS:

a. **SEABEE COMBAT WARFARE (SCW)** specialist warfare designation was established in 1992. Qualifying units are Naval Mobile Construction Battalions (NMCBs), the Amphibious Construction Battalion (ACB), Construction Battalion Maintenance Units (CBMUs) and Underwater Construction Teams (UCTs).

b. **EXPEDITIONARY WARFARE (EXW)** specialist warfare designation was established in 2006. Qualifying units are Naval Mobile Construction Battalions (NMCBs), the Navy Cargo Handling Battalion (NCHB), Logistical and Support Unit (LOGSUPPUs), Explosive Ordnance Disposal Expeditionary Support Unit (EODSU), Maritime Expeditionary Security Squadron (MSRON), Naval Mobile Construction Battalions (NMCBs), Naval Construction Groups (NCGs) Naval Construction Regiments (NCRs) and Underwater Construction Teams (UCTs).

c. **MASTER TRAINING SPECIALIST (MTS)** program is for Sailors assigned to instructor billets. Qualifying units include Naval Construction Training Centers (NCTCs) Center for Seabees and Facilities Engineering (CSFE) Learning Sites, and Naval Construction Groups (NCGs).

4. **TRAINING:** Important to remember that majority of “C” School NECs are dropped once an individual is advanced to E7. NECs held (excluding voluntary progression within the Mobile Utilities Support Equipment (MUSE) and Underwater Construction Team (UCT) diver series) are not indicative of career motivation.

5. CHALLENGING ASSIGNMENTS (NOT by order of precedence):

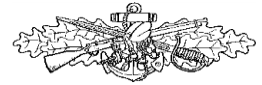
a. **OVERSEAS CONTINGENCY INDIVIDUAL ASSIGNMENTS:** Unaccompanied billets lasting from 6 to 18 months located in, Djibouti, and various other locations. These billets are sea duty and offer advantages towards advancement.

b. **NAVAL SPECIAL WARFARE:** NSW communities need Seabees which can perform independently with little supervision. These units have sea and shore duty components. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets.

1. Naval Special Warfare Development Group (NSWDG) is a special duty assignment CNO priority 1 MAJCOM that support a classified National Mission. These assignments are not advertised on My Navy Assignments (MNA) since these Sailors are carefully recruited from the top performers in their fields to ensure the command receives those with the highest work ethic, integrity, morality, maturity and physical readiness. Seabee assigned to NSWDG will be required to work outside their normal job scope and are required to qualify in any trade/skill required by the command to support specific SPECWAR missions. These skill sets include but are not limited to: small craft coxswain/crewman operations, airfield support equipment operations, water drop zone safety swimmer, research, development and procurement of specialized equipment management of facilities/construction projects etc. Due to sensitive and remote nature of the mission, increased



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individual responsibility and independent leadership at all paygrades; special consideration should be given to NSWWDG Sailors.

- a. Leadership; Seabees assigned to NSWWDG are expected to be autonomous leaders at every paygrade, work independently, make critical decisions and integrate/deploy with NSW units and Joint Task Forces.
 - b. Qualifications: Expeditionary Warfare Specialist, NEC Naval Special Warfare (Combat Support) 837A or Combat Service Support 854A, Military Freefall, Facilities Manager, Range Safety Officer (RSO), Explosive Driver, in addition to specialized military and civilian training certificates (outside rating that support command mission). Seabees must be fully qualified in a myriad of positions to support the command mission.
 - c. Extended and repeat tours with NSWWDG should not be viewed as negative. These tours are necessary in order to maintain operational experience, continuity and readiness.
2. NSW LOGSU personnel provide Combat Service Support (CSS) functions and are selected to fill LPO at Sea & Shore, OPS Chief, Training Chief, Safety Chief, Embark Chief and Senior Enlisted Advisor positions and can earn CSS NECs. Commanding Officer screened and challenging career milestone positions within the NSW include the Unit or Area Operations Chief, Engineering Department LCPO, Deployed SEAL Team SEA and Deployed SEAL Team Engineering LPO.
 3. Joint Special Operations Command (JSOC) Engineering SEA/OPS CPO is an arduous and demanding independent CNO priority 1 Type 2 Sea Duty located at a 3-Star Joint Special Operations Headquarters that requires strict command screening and a TS/SCI clearance. This position is responsible for conducting operational and strategic level planning and maintains contingency response capabilities in support of SECDEF national Defense Strategy operations across multiple worldwide deployed Joint Task Force (JTF). Additionally, this position is responsible for the screening, management and employment of globally deployed augmented engineer forces, while providing Command and Control (C2) and quality assurance for any and all JTF construction projects.

c. **NAVAL CONSTRUCTION REGIMENT (NCR):** This challenging shore duty conducts tactical and operational level planning, maintain major contingency response capability, and exercise operational command and control of assigned engineering and expeditionary forces across the full range of military operations. Commanding Officer screened and challenging career milestone positions within the Naval Construction Regiments include the Unit or Area Operations Chief, Logistics Department LCPO, CESE and TOA Manager and Regiment MDV.

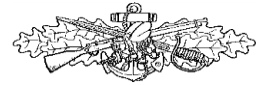
d. **NAVAL CONSTRUCTION GROUP (NCG):** Man, Train and Equip” - Naval Construction Groups and the Naval Construction Force’s (NCF) Echelon 4 ISIC commands. NCGs prepare NCF units to conduct expeditionary and deliberate construction in support of Combatant Commanders, Navy Component Commanders and warfighter requirements. NCGs do this through combat skills and construction training, equipment and maintenance training, logistical support to include TOA management, policy and doctrine development, readiness and maintenance assessment, subordinate unit certification and mobilization support of reserve NCF units. Challenging career milestone positions within the Naval Construction Groups include Operations Chief, Training Chief, Master Scheduler, Logistics LCPO, and Weapons and Tactics LCPO and Group MDV.

e. **NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCBs):** This arduous, demanding sea duty is the pillar of the Naval Construction Force. Typical homeport period is 12 months followed by 6 month deployment. NMCB’s are home ported in Port Hueneme, CA and Gulfport, MS. Commanding Officer screened and challenging career milestone positions within the Naval Mobile Construction Battalions include the Operations Chief, Training Chief, Maintenance Supervisor (A4), and NMCB Air Detachment LCPO.

f. **AMPHIBIOUS CONSTRUCTION BATTALION (ACB):** Provides ship-to-shore transport of combat cargo (fuel, water, materials, and equipment) during Maritime Prepositioning Forces (MPF), Joint Logistics Over the Shore (JOTS) operations, by means of causeway ferry operations in support of USMC and joint combat



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missions, peacetime forward littoral presence operations, and humanitarian assistance/disaster recovery operations. ACB construct floating causeway piers, install ship-to-shore fueling systems, erect and operate support camps, execute defensive combat operations, deploy standing disaster recovery teams in support of domestic and foreign natural disasters and perform intermediate and depot level maintenance on organic equipment. Deployments are numerous and generally short-term. ACB has a sea and shore component. Currently, ACB is home ported in San Diego, CA

g. **NAVAL CARGO HANDLING BATTALIONS (NCHBs):** Navy Cargo Handling Battalion (NCHB) is a vital enabler of Maritime Prepositioning Forces (MPF), Joint Logistics Over the Shore (JLOTS) operations, and maritime forces ashore providing expeditionary cargo handling services for surface, air, terminal operations, tactical fueling, and ordnance handling/reporting in support of worldwide Naval, Joint, interagency, and combined forces/organization. Deployments are numerous and short-term and are located on every continent. Seabees assigned to NCHB perform camp maintenance, perimeter defense, embarkation, convoy support, and lead cargo operations in rapidly deployable platoon size elements. The only active duty NCHB is homeported in Williamsburg, VA.

h. **CONSTRUCTION BATTALION MAINTENANCE UNIT (CBMU):** Primary mission during major combat operations is to provide minor camp construction and base operating support for Navy Expeditionary Force higher headquarter command elements and Expeditionary Medical Facilities, and to provide embarkation support to Naval Construction Force movement control centers. Secondary mission: Provide humanitarian assistance/disaster relief support to various Navy Regional Commanders when executing defense support of Civil Authority. This is Shore Duty, however, the unit can be deployed as missions dictate.

i. **NAVAL SUPPORT UNIT STATE DEPARTMENT (NSU):** Provides the Department of State (DOS) with specialized skills in construction, maintenance, and the installation/repair of technical and physical security systems essential to DOS Diplomatic Security (DS), Counter-Intelligence, and Counter-Measures programs worldwide. Must be able to obtain a TS/SCI clearance.

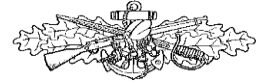
j. **NAVAL SUPPORT FACILITY (NSF) THURMONT / WHITE HOUSE DUTY:** These jobs are high visibility slated jobs that require command screening and must be able to obtain a YW clearance. The Mission of NSU Thurmont and White House Duty is to provide support to the Presidential Office, First Family and their distinguished guests a safe, secure, and pristine venue where they can effectively and efficiently perform their official duties within the full range of operating environments. Personnel selected for this challenging, yet rewarding duty assignment must be the top performers within their respective rating who possess the highest standards of personal character, integrity, and commitment to mission accomplishment. Applications for this assignment require a three year service commitment and should begin the application process 15-18 months prior to their PRD.

k. **CSFE/CECOS/NCTC/CSFE Learning Sites:** Responsible for ‘force development’ and the curriculum maintenance of all “A” and “C” School Seabee courses as well as CEC officers’ basic course. These individuals are considered to be experts in their fields and require Instructor screening to qualify. NMTI’s are hand selected by leadership to spearhead the continued “Sailorization” process of “A” school students. CSFE Detachments are located at Fort Leonard Wood, MO, Shepard AFB base, TX and China Lake, CA. These detachments coordinate training with their ITRO partners and regularly engage at the General Officer level. Special consideration should be given to personnel serving in these positions as they are developing Sailors and manning the force. Positions should include: AOIC/SEL, LPM, Training Chief/OPS Chief, Course Manager, NMTI’s or NMTI LPO, Lead Instructor or Instructor LPO.

l. **UNDERWATER CONSTRUCTION TEAMS (UCTs):** This arduous, demanding sea duty is a key component of port damage repair (PDR) capabilities during disaster or contingency operations, critical to the Naval Construction Force mission. UCTs are homeported in Virginia Beach, VA and Port Hueneme, CA. Seabee Divers are specially trained and equipped to conduct underwater construction to 190 feet of water utilizing SCUBA or Surface Supplied Diving Systems and underwater precision demolition operations worldwide. Typical UCT missions provide construction, inspection, repair, and maintenance of ports, ocean facilities, underwater systems, and general maritime infrastructure. Each UCT has a sea and shore component in a perpetual sustainment OFRP



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that causes a very high OPTEMPO on both sea and shore duty. Other duty stations include NECC, CTF, NCG, NDSTC, EXWC, NAVFAC Dive Locker, NSW Dive Locker, and Experimental Diving Unit: To reach the pinnacle of the Seabee UCT Enlisted Diver community, service members must attain increasing levels of knowledge and responsibility through the three-tiered NEC series:

- I. B17A - UCT Basic Diver (Apprentice Skill set)
 - a. Considerations for promotion from E6 to E7
 - i. No special considerations for promotion from E6 to E7
 - ii. Consider as a junior enlisted skill level
 - iii. Non-Diversity of assignment should not be a detractor
 - iv. Back to back shore duty is not career enhancing

- II. B16A - UCT Advanced Diver (Journeyman Skill set)
 - a. Considerations for promotion from E6 to E7
 - i. Special consideration for advancement should be given to those who are qualified as Air Diving Supervisor and Demolition Range Safety Officer
 - ii. Should have served as a LPO or Project Supervisor.
 - iii. Personnel assigned to NCG or NDSTC instructor billets (NEC 805A) and Navy Military Trainer (NMT) qualifications are carefully screened and selected to that assignment. Seabee's selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the Naval Construction Force.
 - iv. Back to back shore duty is not career enhancing

 - b. Considerations for promotion from E7 to E8
 - i. Should have served as Construction Dive Detachment AOIC or LCPO
 - ii. Must have passed the Master Diver test administered by NDSTC
 - iii. Back to back shore duty is not career enhancing

- III. B18A - UCT Master Diver (Master Skill set)
 - a. Considerations for promotion from E8 to E9
 - i. Must have B18A NEC

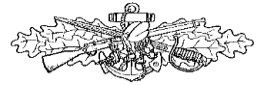
 - b. Commanding Officer screened and challenging career milestone positions within the UCT community include the Operations Chief, NCG Master Diver, Command Master Diver or NDSTC Master Diver

m. **MOBILE UTILITIES SUPPORT EQUIPMENT (MUSE):** Provides specialized, mobile electrical equipment for temporary support of utility and critical power infrastructure, as well as, highly skilled Seabee technicians to provide technical assistance and training. MUSE includes generation, transformation, and distribution solutions designed to meet emergency and unforeseen utility shortfalls affecting the Department of the Navy (DON) and Department of Defense (DOD) at large. Additionally, MUSE Technicians can be assigned to satellite billets, but the MUSE Program does not have OPCON or ADCON. These considerations are specific to MUSE Seabees serving in MUSE Sea Duty (UIC 39324) or MUSE Shore Duty (UIC 62583) billets within NAVFAC EXWC, Port Hueneme, CA. MUSE NEC: MUSE Seabees are designated by NEC B03A and are developed through the achievement of three specialty job qualification requirements; MUSE Technician (MT), Senior MUSE Technician (SMT), and Master MUSE Technician (MMT). UIC 62583 and UIC 39324 are the only qualifying commands for SMT and MMT:

- I. MUSE Technician (MT) - Apprentice skill set, obtained upon graduation from MUSE Prime Power School.
 - a. No special considerations for promotion from E6 to E7



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- i. Consider as a junior enlisted skill level
- ii. Non-diversity of assignments should not be a detractor
- iii. Back to back shore duty should not be a detractor if serving in MUSE program/billet

II. Senior MUSE Technician (SMT) - Consider as a Journeyman Level SME and a deck plate leader well versed in MUSE institutional knowledge. Granted upon completion of JQR and obtainment of requisite experience. Time in program matters. Senior MUSE Technician qualification expected after 3-5 years in program.

- i. Considerations for promotion from E6 to E7 Special consideration for promotion should be given to those who have documented performance in the following positions (by order of precedence):
 - 1. Must have obtained SMT qualification
 - 2. Should have served as Branch Leading Petty Officer (LPO)
 - 3. Should have served as Detachment Officer in Charge (Det OIC)
 - 4. Mess/association involvement, leadership roles
- ii. Tours to billets outside MUSE Port Hueneme, Ca should not be a detractor
- iii. Non-diversity of assignments should not be a detractor
- iv. Back to back shore duty should not be a detractor if serving in MUSE program/billets

III. Master MUSE Technician (MMT) – Consider a Master Level SME and an Expert in MUSE institutional; knowledge. Granted upon completion of JQR and obtainment of requisite experience.

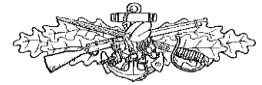
- a. Considerations for promotion from E7 to E8
 - i. Prospective E8 Master MUSE Technician (by order of precedence):
 - 1. Should have served as Branch Leading Chief Petty Officer (LCPO)
 - 2. Should have completed IA assignment
 - 3. Mess/association involvement, leadership roles
 - ii. Tours to billets outside MUSE Port Hueneme, Ca should not be a detractor.
 - iii. Non-diversity of assignments should not be a detractor
 - iv. Back to back shore duty should not be a detractor if serving in MUSE program/billets
- b. Considerations for promotion from E8 to E9
 - i. Prospective E9 Master MUSE Technician (by order of precedence):
 - 1. Must have obtained MMT qualification
 - 2. Should have served as a Program Manager
 - 3. Should have served as Deputy Program Manager or Division LCPO
 - 4. Mess/association involvement, leadership roles
 - ii. Tours to billets outside MUSE Port Hueneme, Ca should not be a detractor.
 - iii. Non-diversity of assignments should not be a detractor
 - iv. Back to back shore duty should not be a detractor if serving in MUSE program/billets

n. **MyNAVYHR (Formally, MANPOWER, PERSONNEL, TRAINING AND EDUCATION (MPTE)):** Responsible for “cradle-to-grave” monitoring, management and readiness of the health and welfare of the Seabees. Command screened and challenging career milestone positions include the Seabee Enlisted Community Tech Ad, Detailers, Placement Coordinators, Rating Specialists and Manpower Analyst.

o. **RECRUITING / RECRUIT DIVISION COMMANDER / INSTRUCTOR:** These billets are challenging leadership positions associated with the process of “Sailorization”. These challenging shore assignments offer huge advantages towards advancement. Must be SCW qualified and have a history of sustained superior performance to qualify for these billets. Jobs are command screened.



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p. **SECRETARY OF THE NAVY TOURS WITH INDUSTRY (SNTWI):** These tours offer the service member a chance to learn from and with leading industry, partners to better improve leadership, management, and communications skills. The tour will provide valuable perspective to civilian business world about the Navy and in turn provide the service member with a unique look at civilian best practices.

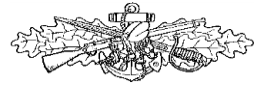
q. **OCONUS AND CONUS PUBLIC WORKS DEPARTMENT:** Both CONUS and OCONUS PWDs provide vital services to the Navy's shore operations and are the frontlines of the Naval Facilities Engineering Systems Command (NAVFAC). The Installation Commanding Officers relies on the Public Works Department to maintain existing infrastructure and roads, electricity, water, sanitation services and crane operations. Specific to OCONUS; Fleet Headquarters, Aegis Ashore Ballistic Missile Defense, and Naval Air Station locations are high visibility, high OPTEMPO and ensure continuity of operations during emergency and crisis events with limited host nation support. Challenging career milestone positions include: Senior Enlisted Leader, Production Division Director, Transportation Branch Head, Facilities and Sustainment Branch Head, and Requirements Branch Head.

CONSIDERATIONS FOR ADVANCEMENT FROM E6 TO E7

- E7 (Typical) - Should have experience in a majority of Seabee assignments (Project Supervisor, Facilities Supervisor, Company or detachment OPS, and Special Programs). Warfare qualification: Seabee Combat Warfare (SCW) and/or Expeditionary Warfare (EXW) or other (if have not been assigned to SCW qualifying unit). Advanced Training: Navy Enlisted Classifications (NECs) Primary Professional Military Education, College Credits, USMAPs
 - I. Sustained superior performance
 - II. Documented leadership, results of leadership on command missions and Sailors Careers
 - III. Should have demonstrated knowledge in construction operations
 - IV. Must have requalified on primary Warfare (if assigned to a qualifying command)
 - V. Should have demonstrated knowledge and be a known Subject Matter Expert in all phases of planning and estimating
 - VI. Should have demonstrated knowledge of Construction Management
 - VII. Should be Subject Matter Expert for Tool Use, Maintenance and Safety Procedures
 - VIII. Should have demonstrated in Rate knowledge
 - IX. Should have demonstrated knowledge in the ability to manage Safety and Quality Control programs
 - X. Did not have gaps in eval continuity
 - Sea Assignments
 - i. Should have served as Asst Platoon Chief, LPO or Right Guide, Assistant LPO, Project Supervisor, Det Ops, Quality Control, Safety, AOIC (Assistant Officer in Charge)
 - ii. Should have Command Collateral or assisted (i.e.: ACFL, ACMEO, ADAPA etc.) with quantifiable & impactful results
 - iii. Should have actively demonstrated and documented leadership among peers and subordinates (FCPO Mess/FCPOA involvement, leadership roles)
 - iv. Personnel assigned to OCONUS hard fill and/or independent duty should be viewed as a challenging assignment that is valued by the Seabee community
 - Shore Assignments
 - i. Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, NPC, Naval Construction Regiments, CSFE Curriculum Management or Seabee "A" School or Advanced School instructors (with 805A NEC or Navy Military Trainer (NMT) qualification) are carefully screened and selected for



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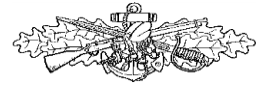
- those assignments. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the Seabee community.
- ii. Personnel assigned to OCONUS hard fill and/or independent duty should be viewed as a challenging assignment that is valued by the Seabee community
 - iii. Personnel assigned to PWDs should have served as LPO, Quality Assurance Evaluator, Operations Supervisor, Safety Supervisor, Construction Manager, Performance Assessment Representative, or Engineering Technician
 - iv. Should have Command Collateral or assisted (i.e.: ACFL, ACMEO, ADAPA) with quantifiable & impactful results
 - v. Should have actively demonstrated leadership among peers and subordinates
- E7 Selection Board. Most Fully Qualified BU1's for promotion to BUC demonstrate the following:
- i. Sustained superior performance broke out among their peers
 - ii. Should have served in a key leadership position for 12 months with impact
 - iii. Documented leadership, results of leadership on commands mission and Sailors
 - iv. SCW or EXW qualified a must if assigned to qualifying unit
 - v. Sailor 360 involvement, facilitator, leadership roles
 - vi. FCPO association involvement, leadership roles a plus
 - vii. JPME, PPME, Formal and professional education
 - viii. Mentorship and professional development of Sailors
- MUSE Technician (MT) and Senior MUSE Technician
- i. No special considerations for promotion from E6 to E7 for MT
 - ii. Must have obtained SMT qualification after 3 years at a qualifying command
 - iii. Consider as a junior enlisted skill level
 - iv. Non-diversity of assignments should not be a detractor
 - v. Back to back shore duty should not be a detractor if serving in MUSE program/billets
- UCT Basic Diver B17A (Apprentice Skill set)
- i. No special considerations for promotion from E6 to E7
 - ii. Consider as a junior enlisted skill level,
 - iii. There are no E7 Billets for B17A
 - iv. Non-Diversity of assignment should not be a detractor
 - v. Back to back shore duty is not career enhancing

CONSIDERATIONS FOR ADVANCEMENT FROM E7 TO E8

- E8 (Typical) - Experience of increased responsibility and complexity in primary Seabee responsibility assignments (Project Manager, Facilities Manager, Special Programs). Advanced Training: Senior Enlisted Academy, JPME, college credits, rating related professional certifications and Project Management Professional Certification (PMP Cert)
 - I. Preceding E7 criteria
 - II. Sustained superior performance
 - III. Should have demonstrated the ability to lead Sailors, and Develop Junior Officers
 - IV. Must have requalified on primary Warfare (if assigned to a qualifying command)
 - V. Warfare devices in addition to Seabee Combat Warfare Qualified (if applicable)
 - VI. Should have qualified in additional warfare designators if available when assigned to a qualifying unit.
 - VII. Involvement in committees or boards that help in development of Sailors in the command



BU CAREER PATH (SCW)



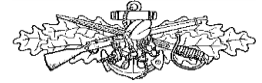
- VIII. Should have demonstrated the ability to develop and lead CPOs through documented CPO Mess involvement/CPOA Leadership Roles
- IX. Documented CPO Initiation involvement; active role in mentoring/sponsoring CPO selectees, CPOI Committee member or major role
- X. Did not have gaps in eval continuity
 - Sea Assignments
 - i. Should be qualified CDO or command equivalent
 - ii. Should have served as a CPO at Sea
 - iii. Should have served as Dept LCPO, Detail SEL/AOIC, Dept CPO
 - iv. Should have had Command Collateral with quantifiable & impactful results
 - Shore Assignments
 - i. Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, NPC, Naval Construction Regiments, CSFE Curriculum Management or Seabee "A" School or Advanced School instructors (with 805A NEC or Navy Military Trainer (NMT) qualification) are carefully screened and selected for those assignments. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the Seabee community.
 - ii. Should have had Command Collateral with quantifiable & impactful results
 - E8 Selection Board. Most fully Qualified BUC's for promotion to CUCS demonstrate the Following:
 - i. Sustained superior performance broke out among their peers
 - ii. Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors. - Excelling at multiple and diverse commands while maintaining their Sea shore rotation
 - iii. Earning special qualifications when available
 - iv. Sailor 360 involvement, facilitator, leadership roles
 - v. Mess/CPOA association involvement, leadership roles a plus
 - vi. Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results
 - vii. JPME, PPME, SEA, Formal and professional education
 - viii. DAPA, CMEO, Career Counselor or special program leader
 - Master MUSE Technician (MMT)
 - i. Should have served as Branch Leading Chief Petty Officer (LCPO)
 - ii. Should have completed IA assignment
 - UCT Advanced Diver B16A (Journeyman Skill set)
 - i. Should have served as Construction Dive Detachment LCPO
 - ii. Must have 36 months dive duty as a B16A NEC holder,
 - iii. There are no E8 Billets for B16A
 - iv. Back to back shore duty is not career enhancing

CONSIDERATIONS FOR ADVANCEMENT FROM E8 TO E9

- E9 (Typical) - Proven ability to lead and direct people and organizations in tough, highly visible and challenging environments. Superior performance as Senior Enlisted Advisor/Leader (FEC/Expeditionary/Navy/Joint). Advanced Training: Senior Enlisted Academy, JPME, college credits, rating related professional certifications



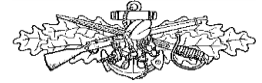
BU CAREER PATH (SCW)



- I. Preceding E8 criteria
 - II. Sustained superior performance
 - III. Must have requalified on primary Warfare (if assigned to a qualifying command)
 - IV. Should have demonstrated the ability to lead Chiefs and Develop Officers
 - V. Should have served successfully as an Expeditionary Command Operations, Command Training Chief, Dept LCPO, LCPO, Command SEL or equivalent (NMCB/NCR/NCG/CTF/NECC/NSW/NAVFAC HQ/FEC/UCT/LOGSU)
 - VI. Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors. Excelling at multiple diverse commands
 - VII. Mentorship and professional development of Junior Sailors, Chiefs and Officers
 - VIII. Earning additional special qualifications when available
 - IX. Mess/CPOA association involvement, leadership roles
 - X. Documented CPO Initiation involvement; Command CPOI Lead or active role in mentoring sponsors, Regional CPO Initiation Committee lead or major role
 - XI. Did not have gaps in eval continuity
- Sea Assignments
 - i. Should have had Command Collateral with quantifiable & impactful results
 - ii. Should have served as a Company/Division Chief, Command SEL/LCPO, OIC, SEA, Command Operations Chief, Command Training Chief
 - Shore Assignments
 - i. Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, NPC, CSFE Learning Site SEL, CECOS instructor billet or Seabee "A" School or Advanced School instructors (with 805A NEC or Navy Military Trainer (NMT) qualification) are carefully screened and selected for those assignments. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the Seabee community.
 - ii. Should have had Command Collateral with quantifiable & impactful results
 - E9 Selection Board. Most Fully Qualified CUCS for Promotion to CBCM demonstrate the following:
 - i. Sustained superior performance broke out among their peer
 - ii. Should have served as an Expeditionary Command Operations, Command Training Chief, Dept LCPO, LCPO, Command SEL or equivalent (NMCB/NCR/NCG/CTF/NECC/NSW, NAVFAC HQ, FEC, UCT)
 - iii. Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors. Excelling at multiple and diverse commands while maintaining their Sea shore rotation
 - iv. Earning additional special qualifications when available
 - v. Earn additional qualifications in project management
 - vi. Sailor 360 involvement, facilitator, leadership roles
 - vii. Mess/CPOA association involvement... leadership roles
 - viii. CPO Initiation Committee lead, involvement... leadership roles
 - ix. Mentorship and professional development of Sailors
 - x. JPME, PPME, graduate of SEA, formal and professional education
 - xi. DAPA, CMEO, or special program leader
 - xii. Involvement in committees or boards that help in development of Sailors and/or community



BU CAREER PATH (SCW)



- Master MUSE Technician (MMT)
 - i. Must have obtained MMT qualification
 - ii. Should have served as a Program Manager
 - iii. Should have served as Deputy Program Manager or Division LCPO

- UCT Master Diver B18A (Master Skill set)
 - i. MUST have B18A
 - ii. There are no E9 Billets for B16A
 - iii. Should have served in one of the following challenging career milestone positions which are screened for by Commanding Officers:
 - i. Command Operations Chief, NCG Master Diver, Command Master Diver, NECC Master Diver and NDSTC Master Diver

6. **ACRONYMS:**

ACFL (Assistant Command Fitness Leader)
AFRH (Armed Forces Retirement Home)
CART (Command Assessment of Readiness and Training)
CBMU (Construction Battalion Maintenance Unit)
CECOS (Civil Engineer Corps Officers School)
CFL (Command Fitness Leader)
CMEO (Command Managed Equal Opportunity)
COR (Contracting Officer Representative)
CORIVGRU (Commander Riverine Group)
CRG (Coastal Riverine Group)
CRF (Coastal Riverine Force)
CSEL (Command Senior Enlisted Leader)
CSFE (Center for Seabees and Facilities Engineering)
CSSD (Combat Service Support Detachment)
DAPA (Drug and Alcohol Program Advisor)
ECM (Enlisted Community Manager)
ECS (Expeditionary Combat Skills)
EODSU (Explosive Ordnance Disposal Support Unit)
EURAFSWA (Navy Region Europe, Africa, Southwest Asia)
EXW (Expeditionary Warfare)
EXWC (Engineering and Expeditionary Warfare Command)
FEAD (Facilities Engineering Acquisition and Division)
FEC (Facilities Engineering Command)
ISIC (Immediate Superior in Command)
JLOTS (Joint Logistics Over the Shore)
LCPO (Leading Chief Petty Officer)
LOGSU (Logistical Support Unit)
LPO (Leading Petty Officer)
MMT (Master MUSE Technician)
MNA (My Navy Assignments)
MPF (Maritime Prepositioned Force)
MT (MUSE Technician)
MTS (Master Training Specialist)
MUSE (Mobile Utilities Support Equipment)
NAVELSG (Navy Expeditionary Logistics Support Group)
NAVFAC (Naval Facilities Engineering Command)
NCG (Naval Construction Group)
NCR (Naval Construction Regiment)



BU CAREER PATH (SCW)



NCTC (Naval Construction Training Center)
NDSTC (Naval Diving and Salvage Training Center)
NEC (Navy Enlisted Classification)
NECC (Navy Expeditionary Combat Command)
NFELC (Naval Facilities Expeditionary Center)
NMCB (Naval Mobile Construction Battalion)
NMTI (Navy Military Training Instructor)
NSF (Naval Support Facility) Thurmont
NSW (Naval Special Warfare)
NSWDG (Naval Special Warfare Development Group)
OCONUS (Outside Continental United States)
OFRP (Optimized Fleet Response Plan)
OSA (Over Seas Assignment)
PME (Primary Military Education)
PWD (Public Works Department)
RPPO (Repair Parts Petty Officer)SARP (Substance Abuse Rehabilitation Program)
RSO (Range Safety Officer)
SARP (Substance Abuse Rehabilitation Program)
SCWS (Seabee Combat Warfare Specialist)
SEA (Senior Enlisted Advisor)
SEL (Senior Enlisted Leader)
SEJPME (Senior Enlisted Joint Primary Military Education)
SMT Senior MUSE Technician)
SOY (Sailor of the Year)
SPAWAR (Space and Naval Warfare Systems Command)
SPECWAR (Special Warfare)
TOA (Table of Allowances)
TYCOM (Type Commander)
UCT (Underwater Construction Team)