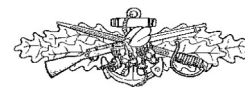




CM CAREER PATH (SCW/EXW)

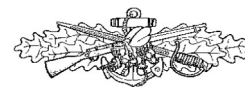


Construction Mechanic (CM). CM skills performed include the repair and maintenance of heavy construction, tactical and automotive equipment. Construction Mechanics diagnose and troubleshoot equipment failures to include mechanical, electrical, hydraulic and pneumatic systems. They maintain spare part inventories for equipment repair, databases for preventive maintenance and documentation of repair and maintenance performed. In addition to supporting the Naval Construction Forces, Construction Mechanics are in high demand to provide support to Special Warfare and Explosive Ordnance Disposal Units. 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 (ExPDR) 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 Civil Engineering Support Equipment (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	22.0 Yrs	CSEL, CMDCM	36	Subsequent Sea/Shore Tours
25-28	CBCM CMCS	22.0 Yrs 19.2	CSEL, CMDCM Naval Academy CSEL, NSWDG	36	4 TH Shore Tour Billet: CSEL, Training Manager, 3MO, Unit Maintenance Chief, Maintenance Program Inspector Duty: NCR, NAVFAC, NCG CSFE/CECOS, EXWC, NSW, NECC, CTF, CBMU, UCT
22-25	CBCM CMCS CMC	22.0 Yrs 19.2 16.7	NSWDG	42	4th Sea Tour Billet: Company Chief / Dept LCPO, Maintenance Supervisor Maintenance / Training Chief, 3MC, Crane Certifying Official, J4 SEA, Operations / Training / Logistics Planner, MDV Duty: NMCB, NSW, UCT, EOD, ACB, NCHB, NSWDG, EXWC
19-22	CMCS CMC CM1	19.2 Yrs 16.7 11.1	CSEL, NSF Thurmont, Equal Opportunity Advisor, RDC, Recruiter, SARP	36	3 rd Shore Tour Billet: LCPO, Equipment Officer, 3MO. Unit Maintenance Chief, Maintenance Supervisor, 3MC, Department 3MA, Instructor Duty: NECC, NCR, NSW, MUSE, NAVFAC, EXWC, UCT
15-19	CMCS CMC CM1 CM2	19.2 Yrs 16.7 11.1 4.4	NSWDG, State Dept	42	3rd Sea Tour Billet: LCPO, Maintenance Shop Supervisor, Advance Team, Operations / Training / Logistics Planner, CESE Manager, J4 SEA, Department 3MA, 3MC, MDV, Air Diving Supervisor Duty: NMCB, ACB, UCT, EOD, MUSE, NCHB, NSWDG, NSW, IA, State Dept., SBT



CM CAREER PATH (SCW/EXW)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
12-15	CMC CM1 CM2	16.7 Yrs 11.1 4.4	LDO, OCS, CECP, Brig Duty, NSF Thurmont, Equal Opportunity Advisor, RDC, Recruiter, SARP, SECNAV Tours with Industry (SNTWI)	36	2 nd Shore Tour Billet: LCPO, LPO, Instructor, Recruit Division Commander, Recruiter, NSF Thurmont, Department 3MA, 3MC, Cost Control Clerk Duty: RDC, NPC, CSFE, EOD NCTC, CBMU, NCG, NCR, CONUS / OCONUS PWD, UCT, NSW, NSF Thurmont, MUSE NDSTC, NAVFAC Dive Locker, EXWC Dive Locker
8-12	CMC CM1 CM2 CM3	16.7 Yrs 11.1 4.4 2.3	LDO, OCS, CECP, UCT, MUSE, NSWDG, State Dept	60	2 nd Sea Tour Billet: Shop LCPO, LPO, Shop Supervisor, NSW Support, CESE Manager, Department 3MA, 3MC, Cost Control Clerk. Duty: NMCB, ACB, UCT, NSWDG, NSW, MSRON, UCT, NCHB, EOD
5-8	CM2 CM3	4.4 Yrs 2.3	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, NSW support, WCS, Shop Supervisor Duty: RDC, CBMU, NCG, NCR, CONUS / OCONUS PWD, UCT, NCTC, NSF Thurmont, NSW, MUSE
1-5	CM2 CM3	4.4 Yrs 2.3	Naval Academy, NROTC, UCT	60	1 st Sea Tour Billet: Basic trades, Shop Supervisor, Maintenance Person, RPPO, WCS. Duty: NMCB, ACB, HM SQUADRONS, MSRON, NCHB NSU, MUSE, BMU. NSW, EOD

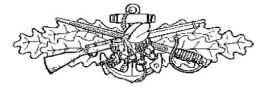
1. **SEABEE RATING:** Ratings in which primary technical focus is construction industry. "A" School is a requirement for all ratings.

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



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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 as follows:

- (1) Navy Expeditionary Combat Command (NECC)/Navy Expeditionary Combat Command Pacific (NECCPAC) —NECC & NECCPAC are not EXW qualifying units after January 2022.
- (2) Navy Expeditionary Combat Forces Central
- (3) Navy Expeditionary Combat Forces Europe-Africa
- (4) Navy Expeditionary Combat Forces Pacific
- (5) Coastal Riverine Group (CRG)
- (6) Coastal Riverine Squadron (CRS)
- (7) Explosive Ordnance Disposal Group (EODGRU)
- (8) Explosive Ordnance Disposal Training and Evaluation Unit (EODTEU)
- (9) Explosive Ordnance Disposal Expeditionary Support Unit (EODESU)
- (10) Explosive Ordnance Disposal Mobile Unit (EODMU)
- (11) Mobile Diving and Salvage Unit (MDSU)
- (12) Naval Construction Group (NCG)
- (13) Naval Construction Regiment (NCR)
- (14) Naval Mobile Construction Battalion (NMCB)
- (15) Construction Battalion Maintenance Unit (CBMU)
- (16) Underwater Construction Team (UCT)
- (17) Navy Expeditionary Intelligence Command (NEIC)
- (18) Navy Expeditionary Logistics Support Group (NAVELSG)
- (19) Navy Expeditionary Logistics Regiments (NELR)
- (20) Navy Cargo Handling Battalion (NCHB)
- (21) Naval Special Warfare Command (NSW)

c. **MASTER TRAINING SPECIALIST (MTS)** program is for Sailors assigned to instructor billets. Qualifying units include, but are not limited to Naval Construction Training Centers (NCTCs) Center for Seabees and Facilities Engineering (CSFE) Learning Sites, and 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 construction diver series) are not indicative of career motivation.

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

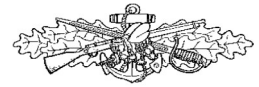
a. **OVERSEAS CONTINGENCY INDIVIDUAL ASSIGNMENTS:** Unaccompanied billets lasting from 6 to 18 months in various locations. These billets are sea duty and offer advantages towards advancement.

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



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

- a. Leadership; Seabees assigned to NSWDG 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 NSWDG should not be viewed as negative. These tours are necessary in order to maintain operational experience, continuity and readiness.
2. NSW LOGSUPPU 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.

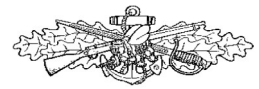
c. **NAVAL CONSTRUCTION REGIMENT (NCR):** This challenging shore duty conducts tactical and operational level planning, maintain major contingency response capability, and exercise operational command and control of assigned engineering and expeditionary forces across the full range of military operations. Commanding Officer screened and challenging career milestone positions within the Naval Construction Regiments include the Operations Department LCPO (R3C), Area Operations Chief, Logistics Department LCPO (R4C), Regimental Embark Chief, CESE and Table of Allowance (TOA) Manager and Regiment Master Diver (MDV).

d. **NAVAL CONSTRUCTION GROUP (NCG):** NCGs are the Naval Construction Force's (NCF) Echelon 4 commands. NCGs prepare NCF units to conduct expeditionary and deliberate construction in support of Combatant Commanders, Navy Component Commanders and warfighter requirements. NCGs conduct training for combat skills contingency construction, equipment operations and maintenance. NCGs provide 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 NCGs include Operations Chief (N3C), Training Chief (N7C), Master Scheduler, Logistics LCPO (N4C), Unit 3MC, ISIC Maintenance Officer (3MO), CESE Operations Chief (N43C), Maintenance Supervisor, 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 NMCBs include the Training Chief (S7C), Advanced Base Construction Company (ABCC) LCPO, Airfield Construction Company (ACC) LCPO, Waterfront Construction Company (WCC) LCPO, Command Maintenance Chief, CESE Operations Chief (N43C).



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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 (JLOTS) operations, by means of causeway ferry operations in support of USMC and joint combat 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 unit is Shore Duty that 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, Counter-Intelligence, and Counter-Measures programs worldwide. Must be able to obtain a TS/SCI clearance.

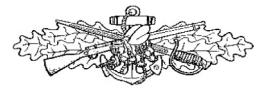
j. **NAVAL SUPPORT FACILITY (NSF) THURMONT / WHITE HOUSE DUTY:** These jobs are high visibility slated jobs that require command screening and must be able to obtain a YW clearance. The Mission of NSF Thurmont and White House Duty is to provide support to the Presidential Office, First Family and their 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/ 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. Navy Military Training Instructors (NMTI) 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, TX and NAWS 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. Personnel selected to be a Seabee Divers complete a rigorous screening process and are specially trained and equipped to conduct underwater construction to 190 feet of water utilizing SCUBA or Surface Supplied Diving Systems and



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underwater precision demolition operations worldwide. Personnel selected for this challenging duty must be self-motivated, able to operate in extremely demanding positions and will be required to qualify in multiple skills sets thought diving, demolition and small craft operations. 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 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:

- B17A – Basic Engineer Diver (Apprentice Skill set)
- B16A – Underwater Construction Technician Advanced (Journeyman Skill set)
- B18A – Master Underwater Construction Diver (Master Skill set)

m. **MOBILE UTILITIES SUPPORT EQUIPMENT (MUSE):** Provides large scale power generation, transformation, and distribution solutions designed to meet emergent and unforeseen utility shortfalls affecting the Department of the Navy (DoN) and Department of Defense (DoD) at large. MUSE technicians undergo a 58-week training pipeline to obtain NEC B03A. MUSE values technical competency and institutional knowledge. Progression within the MUSE closed-loop community is developed through the achievement of three specialty Job Qualification Requirements (JQRs): Senior MUSE Technician (SMT), MUSE Det OIC and Master MUSE Technician (MMT). Technical competency is also measured through obtainment of the following civilian credentialing: International Electrical Testing Association (NETA) Level 1 through 4 or National Institute for Certification in Engineering Technologies (NICET) Level 1 through 4, with Level-1 being the lowest level skill and Level-4 being the highest degree of competency obtainable for each.

Notes:

- UIC 62583 and UIC 39324 are the qualifying commands for JQRs SMT, MUSE Det OIC and MMT.
- MUSE considers NETA and NICET to be equivalent credentialing entities.

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 Technical Advisor, Detailers, Placement Coordinators, Rating Specialists and Manpower Analyst.

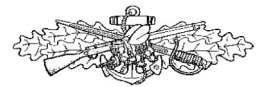
o. **RECRUITING / RECRUIT DIVISION COMMANDER:** These billets are challenging leadership positions associated with the process of “Sailorization”. These challenging shore assignments offer huge advantages towards advancement. Must be warfare qualified and have a history of sustained superior performance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

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 (PWD):** 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.



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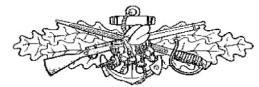


CONSIDERATIONS FOR ADVANCEMENT FROM E6 TO E7

1. E7 Selection Board - For members to be considered **"Fully Qualified"**, they will have documented sustained superior performance and experience in one or more of the following:
 - a. Documented leadership with impact on Command, mission and sailors. Demonstrated leadership among peers & subordinates (documented through job assignments, FCPO Mess/Association, Sailor 360, Collaterals, etc.).
 - (1) Sea Assignments with priority consideration
 - (a) Documented performance as Assistant Platoon Chief, LPO, Right Guide, Detachment Maintenance Supervisor, Equipment Inspector, Cost Control Supervisor, Shop Supervisor, Work Center Supervisor, Department 3MA, Assistant Officer in Charge (AOIC).
 - (b) Should have qualified as 3M 304, or 3M 305 if Department 3MA.
 - (c) Documented performance as Command Collateral or assisted (i.e.: ACFL, ACMEO, ADAPA etc.) with quantifiable & impactful results.
 - (d) Personnel assigned to OCONUS hard fill and/or independent duty should be viewed as a challenging assignment that is valued by the Seabee community.
 - (2) Shore Assignments with priority consideration
 - (a) Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, Naval Construction Regiments, Naval Construction Group.
 - (b) NPC, CSFE Curriculum Management or Seabee "A" School or Advanced School instructors (with 805A NEC or Navy Military Trainer (NMT) qualification), NCG Instructors 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.
 - (c) Assigned to Recruiting or Recruit Training Command with documented impact.
 - (d) Personnel assigned to OCONUS hard fill and/or independent duty should be viewed as a challenging assignment that is valued by the Seabee community.
 - (e) Personnel assigned to PWDs should have served as LPO, Maintenance Supervisor.
 - (f) Should have Command Collateral or assisted (i.e.: ACFL, ACMEO, ADAPA) with quantifiable & impactful results.
 - b. Documented performance as SME for in-rate knowledge to include the following:
 - (1) Equipment maintenance and impact of availability rate.
 - (2) Maintenance program management (CESE & Non-CESE).
 - c. SCW, EXW or MTS qualified if assigned to qualifying unit (outlined in paragraph 3. of this document).
 - d. Advanced Training; Navy Enlisted Classifications (NECs) are valued as part of assignment selection & qualifications, but NECs do not have priority consideration for advancement with the exception of Construction Diver.
 - e. MUSE Technician (MT) and Senior MUSE Technician (SMT)
 - (1) Fully Qualified if:
 - (a) Display sustained superior performance.
 - (b) Technical competency in power generation and distribution.
 - (c) Success in leadership positions.
 - (d) They continue their technical development and contribute to the technical develop other MUSE technicians.



CM CAREER PATH (SCW/EXW)



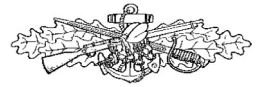
- (2) Best Qualified if they meet fully qualified standard and:
 - (a) Served as either a MUSE Branch LPO, Critical Power LPO or Utility and Energy Management (UEM) LPO.
 - (b) Possess SMT qualification.
 - (c) Possess MUSE Detail OIC qualification.
 - (3) MUSE Note:
 - (a) Non-diversity of assignments should not be a detractor as long as the billet assigned is increase in responsibility appropriate for the pay grade.
 - (b) Back-to-back shore duty should not be a detractor if serving in a NEC B03A billet.
 - (c) Tours to non-NEC B03A billets should not be a detractor.
- f. Construction Diver
- (1) Fully Qualified candidates
 - (a) Should have served as CDD LPO, Training LPO, Dive Systems LPO, Operations LPO, Dive Locker LPO or Project Supervisor.
 - (b) Seabee's selected to serve on NCG and/or NDSTC instructor billets (NEC 805A) are considered to be at the top of operational expertise and are highly valued by the Naval Construction Force.
 - (c) Back to back shore duty is not career enhancing.
 - (d) Non-Diversity of assignment should not be a detractor.
 - (2) Best Qualified candidates
 - (a) Special consideration for advancement should be given to those who are qualified as: Air Diving Supervisor and Demolition Range Safety Observer (RSO) or Demolition Operations Supervisor (DOS).
 - (b) Must have NEC B16A, Advanced Underwater Construction Tech. (There are no E6 or E7 billets with NEC B17A Basic Engineer Diver).
2. E7 Selection Board –For members to be considered "**Best Qualified**" they will have documented sustained superior performance and experience in one or more of the following:
- a. Sustained superior performance rising above their peers (SOY/MIOY, Shields/Stethem/Fighting Seabee Awards, etc.).
 - b. Served in a key leadership position (i.e. LPO, AOIC, etc) with impacts (i.e. Peltier Award, Battle E, successful TYCOM/ISIC Inspection, etc.).
 - c. Documented leadership, results of leadership across the force, command, mission and Sailors.
 - d. Sailor 360 Program involvement, command coordinator, facilitator, leadership roles.
 - e. FCPO association involvement, leadership roles a plus.
 - f. PPME, JPME, SEJPPME, and professional education (i.e. Project Management Professional Certification (PMP), US Naval Community College, USMAP, Navy Cool, Technical in-rate commercial certifications etc.).
 - g. Mentorship and professional development of Sailors with documented impact.

CONSIDERATIONS FOR ADVANCEMENT FROM E7 TO E8

1. E8 Selection Board - For members to be considered "**Fully Qualified**", they will have documented sustained superior performance and experience in one or more of the following:



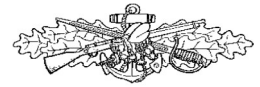
CM CAREER PATH (SCW/EXW)



- a. Documented CHALLENGING leadership roles, results of leadership on command's mission and Sailors. - Excelling at multiple and diverse commands while maintaining their Sea/Shore rotation
Documented increased responsibility and complexity in primary assignments billets.
 - (1) Sea Assignments with priority consideration
 - (a) Should have served as Dept Chief/LCPO, Detail SEL/AOIC, Platoon Chief, Assistant Maintenance Supervisor, Maintenance Chief, 3MC, Shop LCPO, TOA Manager, Command Training Chief etc.
 - (b) Should have qualified as 3M 306.
 - (c) Should be qualified CDO or command equivalent.
 - (d) Should have had Command Collateral with quantifiable & impactful results.
 - (2) Shore Assignments with priority consideration
 - (a) Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, Naval Construction Groups, Naval Construction Regiments.
 - (b) NPC, CSFE Curriculum Management or Seabee "A" School or Advanced School instructors (with 805A NEC or Navy Military Trainer (NMT) qualification) and NCG Instructors 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.
 - (c) RTC Division LCPO.
 - (d) Personnel assigned to PWDs should have served as SEL/LCPO, Division/Branch Head.
 - (e) Should have had Command Collateral with quantifiable & impactful results.
- b. Should have demonstrated the ability to lead Sailors, and develop Junior Officers.
- c. Should have qualified in additional warfare designators if available when assigned to a qualifying unit.
- d. Involvement in committees or boards that help in development of Sailors in the Command is a plus.
- e. MUSE considerations for E7 to E8
 - (1) Fully Qualified if:
 - (a) They meet the fully qualified and best qualified standards for advancement from E6 to E7.
 - (b) They have served in any LCPO position.
 - (2) Best Qualified if they meet fully qualified standard and:
 - (a) Served as either a MUSE Branch LCPO, Critical Power LCPO or UEM LCPO.
 - (b) Completed a MUSE IA.
 - (c) Served as the MUSE LCPO or Deputy Program Manager.
 - (d) Possess MMT qualification.
 - (3) MUSE Note
 - (a) Non-diversity of assignments should not be a detractor if serving in NEC B03A billet.
 - (b) Back-to-back shore duty should not be a detractor if serving in NEC B03A billet.
 - (c) Tours to non-NEC B03A billets should not be a detractor.
- f. Construction Diver
 - (1) Fully Qualified
 - (a) Should have served as Construction Dive Detachment AOIC, LCPO and/or Operations Chief.



CM CAREER PATH (SCW/EXW)



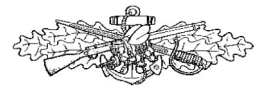
- (b) Must have a current passing Master Diver written examination on record.
 - (c) Back to back shore duty is not career enhancing.
 - (2) Best Qualified
 - (a) Special consideration should be given to those who possess B18A NEC (There are no E8 or E9 billets with B16A).
- 2. E8 Selection Board - For members to be considered "**Best Qualified**", they will have documented sustained superior performance and experience in one or more of the following:
 - a. Sustained superior performance rising above peers. Earning special qualifications and awards when available a plus.
 - b. Documented CHALLENGING leadership roles (OIC, Sailor 360 Program Coordinator, SCW/EXW Coordinator, CMEO, DAPA, etc) with results of leadership on commands mission and Sailors (i.e. Battle E, successful TYCOM/ISIC Inspection, etc.).
 - c. Documented technical and institutional expertise (i.e. successfully handled multiple construction projects, ranking boards, and LCPO roles, etc). Excelling at multiple and diverse commands while maintaining their Sea/Shore rotation is a plus.
 - d. CPO Mess/CPOA/CPOI involvement, peer leadership roles a plus.
 - e. Mentorship and professional development of Peers, Junior Officers, and Sailors with documented impact (i.e. advancements, qualifications, awards, MAPs, SOY, MIOY, etc.).

CONSIDERATIONS FOR ADVANCEMENT FROM E8 TO E9

- 1. E9 Selection Board - For members to be considered "**Fully Qualified**" they will have proven the ability to lead and direct the Chiefs' Mess and organizations in tough, highly visible and challenging environments. Additionally, superior performance as Senior Enlisted Advisor/Leader (FEC/Expeditionary/Navy/Joint). have demonstrated technical, tactical and institutional expertise as well as one or more of the following:
 - a. Sustained superior performance rising above their peers. Documented leadership roles, increased responsibility and complexity in primary assignments billets (i.e. Advanced Base Construction Company (ABCC) LCPO, Airfield Construction Company (ACC) LCPO, Waterfront Construction Company (WCC) LCPO, etc.), results of leadership on community as well as commands mission and Sailors. Excelling at multiple and diverse communities while maintaining their Sea/Shore rotation is a plus.
 - b. Documented technical and institutional expertise via job experience and or advanced formal training (i.e. SEA, Perspective Operations and Training Staff Course, Navy Planning Process, college credits, PMP, and rating related professional certifications).
 - c. Sea Assignments with priority consideration
 - (1) Documentation of successful assignment as a Company/Division LCPO, Command SEL/LCPO, OIC, SEL, Command Maintenance Chief, or TOA Manager Command Training Chief (S7C).
 - (2) MUSE considerations for E9. There are no E9 billets for MUSE. MUSE candidates should have performed as MUSE Program Manager or been assigned outside of the MUSE community (not to be viewed as a detractor).
 - (3) Should have had Command Collateral with quantifiable & impactful results.
 - d. Shore Assignments with priority consideration
 - (1) Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff positions.



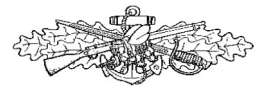
CM CAREER PATH (SCW/EXW)



- (2) 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.
- (3) Personnel assigned to OCONUS hard fill and/or independent duty should be viewed as a challenging assignment that is valued by the Seabee community.
- (4) Should have had Command Collateral with quantifiable & impactful results.
- e. Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors. Excelling at multiple and diverse commands while maintaining their Sea/Shore rotation. Should have demonstrated the ability to lead Chiefs and develop Officers.
- f. Earning additional special qualifications when available is a plus.
- g. Earn additional qualifications in project management is a plus.
- h. Sailor 360 involvement, facilitator, leadership roles is a plus.
- i. Mess/CPOA association involvement; leadership roles is a plus.
- j. CPO Initiation Committee lead, involvement; leadership roles is a plus.
- k. Involvement in committees/boards that develop Sailors and/or community is a plus.
- l. Construction Diver
 - (1) Fully Qualified
 - (a) Must have B18A (There are no E9 Construction Diver billets without B18A).
 - (b) Back to back shore duty should not be viewed negatively due to the shortage of sea duty MDV billets and critical MDV shore duty fills.
 - (2) Best Qualified
 - (a) Successful tours in these assignments should be given special consideration: Command Operations Chief, NCG Master Diver, NCR Master Diver Command Master Diver, NECC Master Diver and NDSTC Master Diver, Dives Systems Master Diver, Dive Locker Master Diver.
- 2. E9 Selection Board - For members to be considered "**Best Qualified**" for promotion to CBCM, they will have documented sustained superior performance and experience in one or more of the following:
 - a. Successfully served in the SEL role.
 - b. Documented CHALLENGING leadership roles, with increased responsibility and complexity in primary assignments billets. Should have successfully served for 12 months or more as Command Maintenance Chief, Command Training Chief, Command Logistics Chief, and Command SEL or equivalent in Expeditionary, NAVFAC, and Training Commands. Excelling at multiple and diverse commands while maintaining their Sea shore rotation is a plus.
 - c. Demonstrate Technical and institutional expertise. Earning additional technical qualifications when available a plus (NCF Ops Advanced, CMC Course, CPO Command Leader Development Facilitator Certification Course, Navy Cool, community credits, PMP, etc.).
 - d. Demonstrate the ability to manage the Training and Operational programs for the command with documented impacts to the mission and command climate (Peltier Award, successful TYCOM/ISIC inspections, successful FRTP completion, retention, etc.).



CM CAREER PATH (SCW/EXW)



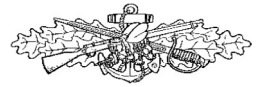
- e. Drive Sailor 360 Program and CPOI. Initiation Chair is a challenging assignment and should be given a high consideration, but should never supersede challenging billets that have mission/command impacts (i.e. Command Maintenance Chief, Command Training Chief, SEL, etc.).
- f. Demonstrate the ability lead the Mess with documented impacts.
- g. Lead/develop Peers guide/develop officers with documented impacts and results. Documented ability to provide solicited and unsolicited advice to O4 and above is a plus.
- h. Demonstrate the ability to manage multiple Sailors' programs as well as primary job (i.e. CPO ranking boards, MAP program, DAPA, CMEQ, SOY/MIO boards, etc.).
- i. Involvement in committees or boards that help in development of Sailors and/or community.

6. ACRONYMS:

AFRH (Armed Forces Retirement Home)
CART (Command Assessment of Readiness and Training)
CBMU (Construction Battalion Maintenance Unit)
CECOS (Civil Engineer Corps Officers School)
COR (Contracting Officer Representative)
CSEL (Command Senior Enlisted Leader)
CSFE (Center for Seabees and Facilities Engineering)
CSSD (Combat Service Support Detachment)
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)
LOGSUPPU (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)
NCTC (Naval Construction Training Center)
NDSTC (Naval Diving and Salvage Training Center)
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



CM CAREER PATH (SCW/EXW)



NSW (Naval Special Warfare)
NSWDG (Naval Special Warfare Development Group)
OFRP (Optimized Fleet Response Plan)
OSA (Over Seas Assignment)
PWD (Public Works Department)
RSO (Range Safety Officer)
SCWS (Seabee Combat Warfare Specialist)
SEJPME (Senior Enlisted Joint Primary Military Education)
SMT Senior MUSE Technician)
SPAWAR (Space and Naval Warfare Systems Command)
SPECWAR (Special Warfare)
TOA (Table of Allowances)
TYCOM (Type Commander)
UCT (Underwater Construction Team)