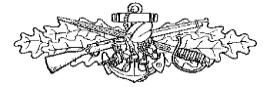
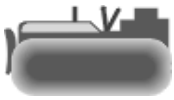


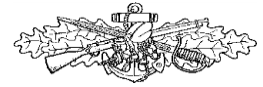
EO CAREER PATH (SCW)



<p>Equipment Operator (EO): EO construction skills performed include: Operating construction equipment, weight handling equipment (cranes), material handling equipment (forklifts), and heavy transportation vehicles. EOs perform horizontal construction (including asphalt paving), conduct quarry/blasting operations, concrete/asphalt batching operations, line haul operations and operate water well drilling equipment. EOs also read and interpret blueprints, prepare sketches for construction projects and make estimates of material, labor and equipment requirements. In addition to supporting the Naval Construction Forces, EOs 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), Pier Damage Repair (PDR) and Airfield Damage Repair (ADR) teams; performing camp security (e.g. guard duty, obstacle construction, observation posts and 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.</p>					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CBCM	21.2 Yrs	CSEL	36	4 th Shore Tour Billet: SEL, Program/Training Manager, NECC FORCE MDV Duty: Staff, NCG, NCR, NSW Support, DEVGRU, CBMU, EXWC, UCT
22-26	CBCM EOCS EOC	21.2 Yrs 18 14	CSEL CMDCM, Naval Academy CSEL/Company Chief	36	4 th Sea Tour Billet: SEL, NMCB Company/Branch/OPS/ Training Chief, NCG MDV, NSW Transportation, J4 SEA, Operations/Training/ Logistics Planner. Duty: NMCB, NSW, UCT, NAVFAC, EXWC (MUSE)
19-22	CBCM EOCS EOC EO1	21.2 Yrs 18 14 10	SEL, Camp David, Equal Opportunity Advisor, RDC, Recruiter, SARP, SEA	36	3 rd Shore Tour Billet: SEL, Company OPS Chief (A3), Division SEL, Course Manager, RSS, Deputy Program Manager, Training/Ops Chief, Instructor. Duty: NECC, CBMU, UCT, NCG, NMCB (RC), NCTC, NAVFAC, EXWC, CSFE, NSW
15-19	EOCS EOC EO1	18 Yrs 14 10		42	3 rd Sea Tour Billet: Project Manager/Chief, Platoon CDR, Branch/Company/Ops Chief, Embark Chief, Detail OIC/AOIC, Water Well, Lead Blaster, NSW Transportation, J4 SEA, Operations Training/Logistics Planner, Trans/Crane/Mineral Products Sup., License Examiner, QC, Safety. LPO, RSO, Air Diving Supervisor Duty: NMCB, ACB, UCT, DEVGRU, NSW, NCHB, EXWC (MUSE)



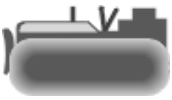
**EO CAREER PATH
(SCW)**



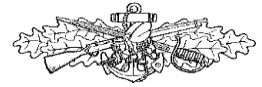
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
12-15	EOC EO1 EO2	14 Yrs 10 5	LDO, OCS, CECP, Brig Duty, Camp David, Equal Opportunity Advisor, RDC, Recruiter, SARP, SERE Instructor, USS CONSTITUTION. SECNAV Tours with Industry (SNTWI),	36	2 nd Shore Tour Billet: LPO, Crew/Squad Leader, Instructor, Recruit Division Commander, Recruiter, Presidential Duty, Isolated Duty, Quality Control, Project Sup, QC, Safety. Duty: RTC, CBMU, NCG, NCR, NAVFAC, NCTC, EXWC, UCT, NSW Support, Camp David, NAVELSG
8-12	EO1 EO2	10 Yrs 5	LDO, OCS, CECP Tinker AFB, SECNAV Tours with Industry (SNTWI),	60	2 nd Sea Tour Billet: LPO, Crew Leader/Project Sup, Instructor, Transportation Supervisor Yard Boss, Operations LPO, Platoon LPO, P&E, NSW Support, Crane Supervisor, Water Well, Blaster, Embark, License Examiner, Dispatcher, Collateral Custodian, Work Center Supervisor. Duty: NMCB, ACB, NSW Support, EOD, CRG, UCT, SBT, DEVGRU, NCHB
5-8	EO2 EO3	5 Yrs 3	STA 21, OCS, CECP, Brig Duty, Camp David, RTC, Recruiting Duty, DEVGRU, MUSE, LOGSU, UCT, SECNAV Tours with Industry (SNTWI),	36	1 st Shore Tour Billet: Instructor, Recruit Division Commander, Recruiter, Crew Leader, Crane Crew, Dispatcher, Collateral Custodian FTL, SQD LDR. Duty: RTC, CBMU, NCG, EXWC, PWD, NSW, EOD, MDSU, NCHB, CSFE FLW Instructor Duty, NCTC, UCT
1-5	EO2 EO3	5 Yrs 3	Naval Academy, NROTC, STA-21 NSU, UCT	52	1 st Sea Tour Billet: Basic trades. Crew Leader, Crane Crew, Dispatcher, Collateral Custodian, FTL, SQD LDR Duty: NMCB, NAVFAC, ACB, NCHB. Qualification: SCWS, EXW
1+/-	EOCN EOCA Accession training	9 months	Ceremonial Guard USS Arizona USS Constitution		Recruit Training, "A" School, and ECS (NEC 804G) if initial billet is NECC

Notes:

- OCCUPATION FIELD 7 (OF-7) RATING:** Ratings in which primary technical focus is construction industry. "A" School is a requirement for all OF-7 ratings.



EO CAREER PATH (SCW)



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. **WARFARE 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), Coastal Riverine Squadron (CORIVRONs), Naval Construction Regiments (NCRs) and Underwater Construction Teams (UCTs).

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.

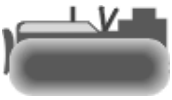
5. **TYPICAL ASSIGNMENTS (NOT by order of precedence):**

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

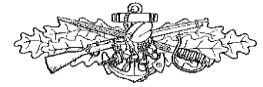
b. **NAVAL SPECIAL WARFARE:** NSW communities are in need of Seabees which can perform independently with little supervision. These units have sea and shore duty components. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets. DEVGRU is a CNO Priority One MAJCOM that develops NSW Tactics, Techniques, Procedures and equipment and supports a classified National mission. All members require command screening and a TS Clearance and can earn Combat Support (CS) and Combat Service Support (CSS) NEC's. JSOC Ops Chief requires command screening. Those assigned to NSW outside of DEVGRU provide 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 earn the CSS NEC. Commanding Officer screened and challenging career milestone positions within the Naval Special Warfare include the Unit or Area Operations Chief, Engineering Department LCPO, Deployed SEAL Team SEA and Deployed SEAL Team Engineering LPO.

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.

d. **NAVAL CONSTRUCTION GROUP (NCG):** "Train, Equip, Deploy, and Employ" - Naval Construction Groups prepare Naval Construction Force (NCF) units to conduct expeditionary and deliberate construction in support of Combatant Commanders, Navy Component Commanders and warfighter requirements. NCGs do this through combat and construction training, equipment and maintenance training, and logistical and mobilization support of our subordinate units. Challenging career milestone positions within the Naval Construction Groups include Operations Chief, Training Chief, Master Scheduler, Logistics LCPO, and Weapons and Tactics LCPO.



EO CAREER PATH (SCW)



e. **NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCBs):** This arduous, demanding sea duty is the pillar of the Naval Construction Force. While current rotation varies, 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 (S3C), Training Chief (S7C), Maintenance Supervisor (A4), and NMCB Air Detachment LCPO.

f. **AMPHIBIOUS CONSTRUCTION BATTALIONS (ACBs):** Provides ship-to-shore transport of combat cargo (fuel, water, materials, and equipment) 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. ACBs construct elevated and 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. Each ACB has a sea and shore component. Currently, ACBs are home ported in San Diego, CA and Little Creek, VA.

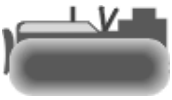
g. **NAVAL CARGO HANDLING BATTALIONS (NCHBs):** Navy Cargo Handling Battalion (NCHB) is a vital enabler of Maritime Prepositioning Forces (MPF), Joint Logistics Over the Shore (JLOTS) operations, and maritime forces ashore providing expeditionary cargo handling services for surface, air, terminal operations, 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.

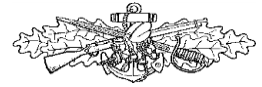
i. **NAVAL SUPPORT UNIT STATE DEPARTMENT (NSU):** Provides the Department of State (DOS) with specialized skills in construction, maintenance, and the installation/repair of technical and physical security systems essential to DOS Diplomatic Security (DS), Counter-Intelligence, and Counter-Measures programs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

j. **UNDERWATER CONSTRUCTION TEAMS (UCTs):** Provide construction, inspection, and repair of ocean facilities such as wharves, piers, underwater pipelines, moorings, boat ramps, etc. Seabee divers are capable of diving to 190 feet utilizing SCUBA or Surface Supplied Diving Systems to perform underwater construction. The UCT community consists of Seabee Divers with the majority of technicians being stationed at the Underwater Construction Teams which are located in Little Creek, VA and Port Hueneme, CA. 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 This type duty offers challenging small unit leadership opportunity. Other duty stations include NECC, NCG, NDSTC, EXWC, SPAWAR, and Experimental Diving Unit (EDU). **SEABEE UCT NECs:** To reach the pinnacle of the Seabee UCTs 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



EO CAREER PATH (SCW)



- i. Special consideration for advancement should be given to those who are qualified as Air Diving Supervisor and Demolition Range Safety Officer
- ii. Limited Collateral Duties or community service should not be a detractor due to members having very high OPTEMPO
- iii. Should have served as a LPO
- iv. 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.
- v. 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 LCPO
 - ii. Should have 36 months dive duty as a B16A NEC holder
 - iii. Limited Collateral Duties or community service should not be a detractor due to members having very high OPTEMPO
 - iv. 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. Should 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 and NDSTC Master Diver
- c. Limited Collateral Duties or community service should not be a detractor due to members having very high OPTEMPO

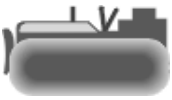
k. **MOBILE UTILITIES SUPPORT EQUIPMENT (MUSE):** Provides specialized, easily transportable electrical equipment for temporary support of utility and critical power systems, as well as, highly skilled Seabee technicians to provide technical assistance and training. MUSE includes generation, transformation, and distribution to meet emergency and unforeseen utility shortfalls. The Department of the Navy (DON) will provide MUSE to meet the requirements of federal and non-federal activities to serve in five core mission areas: Cold Iron Support, Facility Support, Contingency Response, Expeditionary Support, and as directed from higher. MUSE is located at Naval Base Ventura County, Port Hueneme, CA and consists of sea and shore component. MUSE program does not have OPCON or ADCON to B03A technicians assigned to satellite billets, NCTAMS, NCTS, PWD. These considerations are specific to MUSE Technicians serving in one of the two MUSE Program NAVFAC EXWC, Port Hueneme, CA billets. **SEABEE MUSE NEC:** MUSE Seabees are designated by NEC B03A and developed through the achievement of three specialty job qualification requirements, MUSE TECHNICIAN (MT), SENIOR MUSE TECHNICIAN (SMT), and MASTER MUSE TECHNICIAN (MMT):

I. MUSE technician (MT)

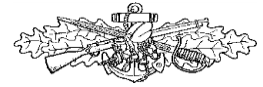
- a. No special considerations for promotion from E6 to E7
 - i. Consider as a junior enlisted skill level
 - ii. Non-diversity of assignments should not be a detractor
 - iii. Back to back shore duty should not be a detractor

II. Senior MUSE Technician (SMT) Time in program matters. Senior MUSE Technician qualification expected after 3-5 years in program.

- a. Considerations for promotion from E6 to E7
 - i. Prospective E7 Senior MUSE Technician (by order of precedence):
 - 1. Should have served as Branch Leading Petty Officer (LPO)
 - 2. Should have served as Detachment Officer in Charge (Det OIC)
 - ii. Short tour to support a MUSE satellite billet or billet outside MUSE Port Hueneme, CA should not be a detractor
 - iii. Limited Collateral Duties or community service should not be a detractor if member has high OPTEMPO



EO CAREER PATH (SCW)



- iv. Non-diversity of assignments should not be a detractor
- v. Back to back shore duty should not be a detractor
- III. Master MUSE Technician (MMT)
 - 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
 - ii. Short tour to support a MUSE satellite billet or billet 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
 - b. Considerations for promotion from E8 to E9
 - i. Prospective E9 Master MUSE Technician (by order of precedence):
 - 1. Should have served as a Program Manager
 - 2. Should have served as Deputy Program Manager or Division LCPO
 - ii. Short tour to support a MUSE satellite billet or billet 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

l. MyNAVYHR (Formerly 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.

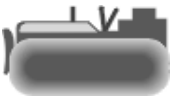
m. PRESIDENTIAL RETREAT, CAMP DAVID/ WHITE HOUSE DUTY: These jobs are high visibility slated jobs that require command screening and must be able to obtain a YW clearance. The mission of the Presidential Retreat, Camp David is to provide a secure, safe, and uniquely private location for the President, First Family, and invited guests to work or relax. 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.

n. 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.

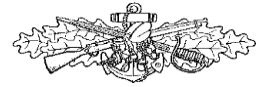
o. SECRETARY OF THE NAVY TOURS WITH INDUSTRY (SNTWI): These tours offer the service member a chance to learn from and with leading industry, partners to better improve leadership, management, and communications skills. The tour will provide valuable perspective to civilian business world about the Navy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

p. PUBLIC WORKS DEPARTMENT; Vital to the Navy’s shore operations, PWDs are the frontlines of the Naval Facilities Engineering Command. The Installation Commanding Officer relies on the Public Works Department to maintain existing infrastructure and roads, provide electricity, water, and sanitation services. OCONUS Fleet Headquarters and Aegis Ashore Ballistic Missile Defense locations are high visibility and high OPTEMPO. Challenging career milestone positions include: Senior Enlisted Leader, Production Division Director, Transportation Branch Head, Facilities Management and Sustainment Branch Head, and Requirements Branch Head.

CONSIDERATIONS FOR ADVANCEMENT FROM E6 TO E7



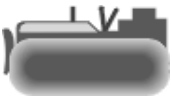
EO CAREER PATH (SCW)



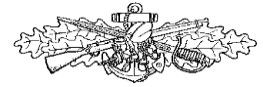
- E7 (Typical) - Experience in all primary Seabee assignments (Operations Sup, Transportation. Sup, Crane Sup, Project Manager, Facilities Manager, and Special Programs). Warfare qualification: Seabee Combat Warfare (SCW) and/or Expeditionary Warfare (EXW) or other (if have not been assigned to SCW qualifying unit). Advanced Training: Navy Enlisted Classifications (NECs) specifically EO Advance, Water Well, Blaster and/or Crane Operator, Asphalt Batching & Paving Operations, Primary Professional Military Education, College Credits, Master Training Specialist.
 - I. Sustained superior performance
 - II. Documented leadership, highlighting impacts on commands' missions and Sailors' careers
 - III. Should have demonstrated advanced knowledge of Expeditionary/Contingency Construction and Warfare
 - IV. Must have requalified on primary Warfare (if assigned to a qualifying command)
 - V. Should be Subject Matter Expert in Planning & Estimating and specifically in Horizontal Construction
 - VI. Should have demonstrated advanced knowledge in Transportation/ Heavy Equipment Operations/ Cranes/ Water Well/ Blasting and Quarry Operations/Asphalt Batching & Paving/ Embark/ Licensing
 - VII. Should have demonstrated advanced knowledge of Construction Management
 - VIII. Should be Subject Matter Expert for Tool Use, Maintenance and Safety Procedures
 - IX. Should have demonstrated advance knowledge on Project Management
 - X. Should have demonstrated ability to manage Safety and Quality Control Program
 - XI. 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, Crane Crew Supervisor, Transportation Supervisor, Licensee examiner
 - ii. Should have Command Collateral or assisted (ie: ACFL, ACMEO, ADAPA) with quantifiable & impactful results
 - iii. Should have actively demonstrated leadership among peers and subordinates
- Shore Assignments
 - i. Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, NPC, or OF-7 (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 OF-7 (Seabee) community.
 - ii. Personnel Assigned to RDC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
 - iii. Personnel assigned to OCONUS hard fill and/or independent duty should be viewed as a challenging assignment that is valued by the OF-7 (Seabee) community

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, and Associate's Degree 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)



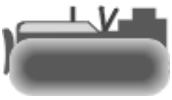
EO CAREER PATH (SCW)



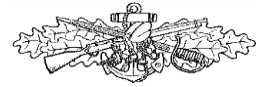
- VI. Involvement in committees or boards that help in development of Sailors in the command
- VII. Should have demonstrated the ability to develop and lead CPOs
- VIII. Did not have gaps in eval continuity
 - Sea Assignments
 - i. Should be qualified CDO
 - ii. Should have served as Dept LCPO, Detail SEL/AOIC, Dept CPO, 3MC, A3
 - iii. Should have had Command Collateral with quantifiable & impactful results.
 - Shore Assignments:
 - i. Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, NPC, or OF-7 (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 OF-7 (Seabee) community.
 - ii. Should have had Command Collateral with quantifiable & impactful results

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, Bachelor's Degree. Project Management Professional Certification (PMP Cert)
 - I. Preceding E8 criteria
 - II. Sustained superior performance broken out amongst their peers
 - 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 as an Expeditionary Operations, Training Chief, Company Chief or equivalent (NMCB/NCR/NCG/CTF/NECC,NSW)
 - VI. Documented ever increasing CHALLENGING leadership roles, results of leadership on commands mission and sailors. Excelling at multiple commands, didn't stay in comfort zone
 - 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. 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, S3C, S7C
 - Shore Assignments
 - i. Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, NPC, or OF-7 (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 OF-7 (Seabee) community.
 - ii. Should have had Command Collateral with quantifiable & impactful results



EO CAREER PATH (SCW)



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)
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)
DEVGRU (Naval Special Warfare Development Group)
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)
LCPO (Leading Chief Petty Officer)
LPO (Leading Petty Officer)
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)
NEC (Navy Enlisted Classification)
NECC (Navy Expeditionary Combat Command)
NMCB (Naval Mobile Construction Battalion)
NSW (Naval Special Warfare)
OCONUS (Outside Continental United States)
OSA (Over Seas Assignment)
PME (Primary Military Education)
PWD (Public Works Department)
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)
SOY (Sailor of the Year)
SPAWAR (Space and Naval Warfare Systems Command)
SPECWAR (Special Warfare)
TYCOM (Type Commander)
UCT (Underwater Construction Team)