



MA CAREER PATH (SW/AW/EXW)



Master-at-Arms (MA). MAs will individually, or as part of a force, be able to conduct Force Protection operations in order to defeat threats at sea, on shore, and in expeditionary environments. Force Protection is a program that is comprised of three pillars: Antiterrorism, Physical Security and Law Enforcement. Specifically, the MAs will conduct scalable force protection and security providing layered defense for designated assets and critical infrastructure throughout the world. Additionally, MAs will operate in an integrated at sea/coastal/landward security environments, providing mobile and fixed defensive operations in support of Commanders performing base defense, expeditionary/combat operations, strategic asset security, law enforcement, corrections, special events and operations with other services, host nation partners, and civil authorities.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING / OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	MACM	23.2 Years		36	5 th Shore Tour CONUS Billet: SEA/LCPO/Assessor/CNIC/ Installations/Staff//Detailer/ USFF Sponsor/ECM Qualification: NSF Master Specialist
24-27	MACM MACS	23.2 Years 18.5		36	4 th Shore Tour Billet: NSF Sponsor/ECM/ Detailer/MWD Program Manager/Assessor/SEA/LCPO/ HSB LCPO/HSB Leader Duty: CNIC/Installations/ Staff/NCIS/NECC/VQ/ATG Qualification: SCI/MTS/NSF Master Specialist
21-24	MACM MACS MAC MA1	23.2 Years 18.5 14.7 9.7	CSEL	36	4 th Sea Tour Billet: DEPT/DIV LCPO/ CMAA/LPO/ATTWO/HSB TRASUP/ HSB Leader MWD Program Manager/Fleet Kennel Master/CNIC HQ Kennel Master Duty: Ship or Deploying Unit/ CNIC Installations/Staff/CVN/ LHA/LHD/CG/DDG/ MSRON/ SWF Qualification: ESWS/EAWS/ EXW/NWS/FMF/SCI/NSF Senior Specialist/NSF Master Specialist
18-21	MACM MACS MAC MA1	23.2 Years 18.5 14.7 9.7	CWO CSEL	36	3 rd Shore Tour Billet: SEA/LCPO/OPS LCPO/LPO/ATO/Instructor/ Detailer/Assessor/Fleet or Regional Kennel Master/CNIC Kennel Master/WCDR/AT TRASUP/HSB TRASUP/HSB Leader Duty: CNIC Installations/ Staff/CENSECFOR/STAAT/ MESGRU/VQ/ATG Qualification: MTS/SCI/NSF Senior Specialist/NSF Master Specialist



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17-18	MACS MAC MA1	18.5 Years 14.7 9.7	CWO CSEL	Dependent Restricted Tour (DRT)	2nd DRT Billet: SEA/LCPO/LPO/ Fleet or Regional Kennel Master/CNIC Kennel Master MWD Kennel Master/ AT TRASUP/HSB TRASUP/ HSB LPO Duty: CNIC Installations Qualification: SCI (HPS)/NSF Senior Specialist/NSF Master Specialist
14-17	MACS MAC MA1	18.5 Years 14.7 9.7	CWO CSEL	36	3rd Sea Tour Billet: DEPT/DIV LCPO/ CMAA/LPO/ATTWO/Fleet or Regional Kennel Master/AT TRASUP/ CRF Patrol Leader/ Kennel Master Duty: Ship or Deploying Unit/ CNIC Installations/Staff/CVN/ LHA/LHD/CG/DDG/MESG/ SWF/SPECWAR Qualification: ESWS/EAWS/ EXW/NWS/FMF/SCI/NSF Senior Specialist/NSF Master Specialist
11-14	MACS MAC MA1 MA2	18.5 Years 14.7 9.7 4.4	LDO OCS MECP CSEL BRIG	36	2nd Shore Tour Billet: SEA/DEPT/DIV/OPS/ LCPO/LPO/ATO/Instructor/ Detailer/Regional Kennel Master/ Regional MWD Trainer /Kennel Master/ CNIC/STAAT Assessor/ WCDR/AT TRASUP/HSB TRASUP/HSB LPO Duty: CNIC Installations/ Staff/NCIS/ MESG/VQ/ ATG/CENSECFOR Qualification: MTS/SCI/NSF Senior Specialist/NSF Master Specialist



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8-11	MAC MA1 MA2	14.7 Years 9.7 4.4	LDO OCS MECP BRIG	36	2 nd Sea Tour CONUS or OCONUS Billet: DEPT/DIV LCPO/Ops LCPO/LPO/WCDR/ Investigator/Kennel Master/ MWD Handler/AT TRASUP/HSB TRASUP/CRF Patrol Leader/SAMI/CSWI Duty: Ship or Sea Going Unit/ CNIC Installation Staff/CVN/LHA/LHD/CG/ DDG/MSRON/SWF/ SOCOM Qualification: ESWS/EAWS/ EXW/NWS/FMF/NSF Senior Specialist/NSF Master Specialist
5-8	MA2 MA3	4.4 Yrs 30 Months	STA-21 OCS, MECP BRIG	36	1 st Shore Tour Billet: Patrolman/Patrol SUP/SAMI/CSWI/MWD Handler/HSB Coxswain, FTO, Coxswain/Instructor Duty: CNIC Installations/VQ/ CENSECFOR Qualification: MTS/SCI/NSF Specialist/NSF Senior Specialist
4-5	MA3 MASN	30 Months 18	STA-21 OCS MECP	Dependent Restricted Tour (DRT)	1 st DRT Billet: Patrolman/Sentry/ HSB Crewmember/HSB Coxswain/MWD Handler Duty: CNIC Installations Qualification: SCI/NSF Specialist
1-4	MA3 MASN	30 Months 18		36	1 st Sea Tour CONUS/ OCONUS Billet: Patrolman/Sentry/MWD Handler/Coxswain/HSB or CRF Crewman Duty: Ship or Sea going Unit/ CNIC Installations/CVN/LHA/ LHD/MESG/SWF/VQ Qualification: ESWS/EAWS EXW/NWS/FMF/SCI/NSF Specialist
1 +/-	MASN MASA MASR Accession Training	18 Months			Recruit Training and all required "A" and "C" schools and training events to be completed prior to reporting to their first operational command billet



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Notes:

1. "A" school is required.
2. All Master-At-Arms (MA) must focus on primary duties and qualify to rank and respective TYCOM requirements as quickly as possible. Equally important is maintaining security clearance eligibility, weapons proficiency, and worldwide assignability to meet rating needs.
3. NAVADMIN 094/22 announced the implementation of the NSF qualification Program. The NSF qualification is a mandatory requirement for career progression.
4. MAs support various mission areas within the rate and are assigned to multiple TYCOMs. It is common for MAs to undertake multiple assignments within the same TYCOM due to their skills and training. This should not negatively impact Enlisted Promotion Boards. MAs do not follow a typical Sea-Shore Flow model; instead, they operate on a CONUS/OCONUS (or INUS/OUTUS) rotation, with OCONUS or OUTUS tours counting as sea tours for rotational purposes. Shore billets account for approximately 70% of MA-funded billets. With this in mind, individuals should aim to take a sea or deploying billet whenever possible. MAs should expect two dependent restricted tours in their career. Maintaining a diverse history of assignments within the Navy Security Force specialties enhances advancement opportunities.
 - a. MA Billet Selection. Top enlisted MA personnel will be relied upon as advisors to Commanding Officers and Flag Officers. As such, it is imperative that our top enlisted personnel have experience in the majority of our Security Force Specialties:
 - (1) SWFPAC, SWFLANT, TACAMO (VQ Det) assignments. These assignments should be considered career-enhancing due to the unique qualifications required and are considered arduous duty. These tours are counted as a sea tour for rotational purposes.
 - (2) Dependent Restricted Tours (DRT) or Type 3 duty in Souda Bay, Greece; Diego Garcia; Bahrain; El Salvador; Bahamas; Romania; and Poland. MAs should expect two dependent restricted tours in their career. These assignments should be career-enhancing and are considered arduous duty. These tours are counted as a sea tour for rotational purposes.
 - (3) Independent Duty Ship tours. (Ensure active involvement with the FCPOA/CPO Mess as appropriate to paygrade and holding a major collateral duty in order to be competitive amongst peers and at the selection boards).
 - (4) Type 4 forward-deployed forces (overseas sea duty).
 - b. Duty Types. Types of duty provide opportunities to attain NECs and warfare designations (when applicable) and require the completion of NSF qualification to remain competitive for advancement.
 - (1) Installation Security. MAs provide Force Protection support for the Installation Commanding Officer with the mission of protecting the installation, assets, and its personnel. MAs assigned to installations currently do not have the opportunity to obtain a warfare qualification, NSF qualification remains mandatory. NECs 717B, 718B, P01A, P02A, P05A, P06A, 804A, P11A, and P13A are associated with installation law enforcement security-type tours.
 - (2) Harbor Security Boats (HSB). MAs assigned to HSB units operate small craft, providing point and area security for waterside assets and ports, including High Value Unit (HVU) escorts. While warfare qualification is not available, completion of NSF qualification is required. Although not inclusive in all units, MAs assigned to HSB crews may be eligible to qualify for the Small Craft Insignia. NECs 718B, 853A, P03A, P04A are associated with HSB tours.
 - (3) Expeditionary Forces. MAs assigned to the Expeditionary Forces will be assigned to Maritime Expeditionary Security Forces (MESF). A tour in MESF is a Sea Tour and MAs assigned to the MESF may be performing duties in tactical patrol craft small boat operations, Aircraft Security Team (AST),



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Embarked Security Team (EST), HVU escorts, Expeditionary Small Arms Marksmanship Instructor (ESAMI), and Intelligence, Surveillance, and Reconnaissance (ISR) operations. All MAs must qualify as Expeditionary Warfare Specialist (EXW) within 18 months of assignment, and completion of NSF qualification is mandatory. NECs 717B, 718B, 804A, 804G, and 853A are associated with Expeditionary tours.

- (4) Strategic Systems Programs (SSP). MAs assigned to this type of duty conduct security operations for strategic assets at either Strategic Weapons Facility (SWF) Atlantic or Pacific. MAs assigned to a SWF are regulated by the Personnel Reliability Program (PRP) and attached to a Marine Corps Security Force Battalion. MAs assigned to a SWF conduct security operations, HPU, or Military Working Dog (MWD) duties. Completion of NSF qualification is mandatory for all MAs in this assignment. Effective September 19, 2023, MAs assigned to a SWF have the opportunity to obtain the Enlisted Fleet Marine Force Warfare Specialist (EFMFWS) qualification. MAs assigned to SWF are authorized to wear the Enlisted Nuclear Weapons Security (NWS) Breast Insignia after qualification in the highest watch station commensurate with their paygrade and maintaining PRP certification for 12 months. A star is earned for each consecutive 12 months of maintaining qualifications thereafter. NECs 717B, 718B, P05A, P06A, 804A, 853A, and P10A are associated with SSP tours.
- (5) TACAMO (VQ3/VQ4/SCW-1). MAs assigned to this type of duty conduct security operations for strategic aircraft. MAs assigned to TACAMO are regulated by the PRP. VQ3 with UIC 55154 and VQ4 with UIC 42065 are considered sea duty for MAs. Other VQ detachments are considered shore duty. SCW-1 with UIC 55575 is considered shore duty, but remains regulated by PRP. MAs assigned to VQ may have the opportunity to qualify as Enlisted Aviation Warfare Specialist (EAWS). Completion of NSF qualification is mandatory for all MAs in this assignment.
- (6) Afloat Security. MAs in this duty type conduct in-port and underway Force Protection operations onboard LHAs, LHDs, and CVNs. They may perform Antiterrorism operations, Physical Security, Law Enforcement, Investigations, Brig Operations, and training for the Ship's Self-Defense Force. Completion of NSF qualification is mandatory for all MAs in this assignment. All MAs assigned to this duty type have the opportunity to qualify as Enlisted Surface Warfare Specialist (ESWS) and possibly EAWS. All assigned Sailors must qualify ESWS within a predetermined timeframe established by the command. MAs assigned to this type of duty may have the opportunity to qualify as EAWS depending on the platform. NECs P01A, P02A, P08A, P12A, 717B, 718B, 804A, P10A, and 853A are associated with afloat security tours.
- (7) Chief Master-at-Arms (CMAA). MACS are normally assigned to LPDs, MACs are normally assigned to CGs, and MA1s are normally assigned to DDGs. These MAs manage the Force Protection program, train and qualify the Ship's Self-Defense Force, conduct investigations, perform legal officer functions, and assist the Commanding Officer in maintaining good order and discipline. Completion of NSF qualification is mandatory for all MAs in this assignment. All MAs assigned to this duty type shall qualify ESWS within a predetermined timeframe established by the member's command. NECs 717B, 718B, P01A, P02A, and 804A are associated with Afloat Independent Duty CMAA tours.
- (8) Military Working Dog (MWD). MWDs are assigned to Installation Security and Strategic Weapons Facilities (SWF). Completion of NSF qualification is mandatory for all MAs in this assignment. NEC P05A (MWD Handler), and/or NEC P06A (Kennel Master (KM)/Trainer), is required for MWD tours. NEC P05A, along with a minimum of four years of MWD handler experience, is a prerequisite for NEC P06A. NEC P05A and NEC P06A may also be assigned to Naval Special Warfare units. NEC P06A is generally reserved for qualified MA1s and above. Qualified MA2s may obtain NEC P06A; however, they will not fill a KM billet until they are advanced to MA1. The MWD Program Manager approves P05A/P06A recommendations. Normally, MA1s will be assigned as Kennel Masters to installations with fewer than eight (8) MWDs or as MWD Trainer at larger kennels or Regional MWD staff. MACs and above are assigned as Kennel Masters, MWD Trainers, CNIC Final Evaluation Problem (FEP) Assessors, CNIC HQ Kennel Master, and Regional Kennel Master (RKM) or Fleet Kennel Master (FLTKM). An MACM will fill the MWD Program Manager assignment. MWD Teams routinely deploy in support of



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overseas contingency operations, Presidential/Head of State missions, and other VIP/special event missions. Duty type for MWD Handlers is commensurate with the unit to which they are assigned. Duty rotation operates as a CONUS-OCONUS (or INUS-OUTUS) rotation, with a majority of the billets being CONUS. Duty rotation for NEC P06A may include back-to-back CONUS tours. Since this is a closed-loop program, MWD Handlers have limited opportunity for a warfare qualification. MAs may be assigned as MWD Handler, MWD Trainer, Kennel Master, or perform MWD Instructor duties. MAs serving in MWD assignments will also be expected to achieve and maintain required qualifications in the QUAL/CERT program, maintain all military and in rate qualifications commensurate with their paygrade.

- (9) Protective Service Detail (PSD). MAs within a PSD are assigned to the Naval Criminal Investigative Service (NCIS). MAs conducting PSD missions provide protection for designated High-Risk Personnel (HRP). These duties include site surveys, planning, and pedestrian/vehicle security. MAs assigned to PSD missions do not have the opportunity for a warfare qualification. Completion of NSF qualification is mandatory for all MAs in this assignment. NEC P09A is required for PSD tours.

c. Other Tours. In addition to the main duty types, MAs serve in roles that support the NSF, the Fleet, and various commands. These tours are diverse in nature, classified as SHORE DUTY, and require completion of the NSF qualification to remain competitive for advancement:

- (1) Instructor Duty. MAs assigned to CENSECFOR and other training centers serve as instructors, playing a vital role in the sustained health of the Naval Security Force (NSF). Completion of NSF qualification is mandatory for all MAs in this assignment. Additionally, all MAs must qualify as Master Training Specialist unless assigned to a command where the qualification is not available.
- (2) Staff Duty. MAs assigned to various TYCOM, FLEET, COCOM, Regions, and HQ staffs primarily conduct antiterrorism (AT) planning and assessments of subordinate units. Completion of NSF qualification is mandatory for all MAs in this assignment.
- (3) Training and Assessment Teams.
- (a) Security Training and Assessment Teams (STAAT) is a subordinate unit within the Office of Military Support (OMS) for the Naval Criminal Investigative Service (NCIS). MAs assigned to STAAT conduct port, physical security, installation, hotel, courtroom, liberty venue, humanitarian assistance site, and airfield vulnerability assessments. They also provide Military Sealift Command (MSC) Individual Ship Assessments, Commander Naval Installations Command Mobile Training Teams (CNIC-MTT), TACAMO assessments, Inter-Operability Program Training, and provides Mobile Training Teams for NSF related training. Completion of NSF qualification is mandatory for all MAs in this assignment. Personnel assigned to STAAT do not have the opportunity for a warfare qualification but may be eligible for Master Training Specialist (MTS) and are required to hold the 804A and 853A NECs.
- (b) Afloat Training Group (ATG) is a subordinate unit of SURFLANT and SURFPAC. MAs assigned to ATG conduct training, assessments, and certifications of surface vessels for both the AT and VBSS mission areas. Completion of NSF qualification is mandatory for all MAs in this assignment. MAs assigned to ATG may be eligible for Master Training Specialist (MTS) and Afloat Training Specialist qualifications, and are required to hold the 804A or 805A NEC, depending on billet assignment.
- (c) United States Fleet Forces Command (USFFC), Commander, Naval Installations Command (CNIC) Security Assessment and Training (N3E) and CNIC Region Staffs. MAs assigned to USFFC, CNIC N3E, and CNIC Region Staffs conduct CART/RASS/ FEP installation security assessments and Higher Headquarter Operational Assessment (HHOA). Ensuring the installation's Security Force adherence to all Naval Security Force (NSF) administrative and operational requirements. Personnel assigned do not have the opportunity to earn a warfare qualification, but are required to complete the NSF qualification.
- (4) Independent Duty Master at Arms (IDMAA). MACS' and MACs may be assigned as IDMAA to Transient Personnel Units, Nuclear Schoolhouse billets, NAVIFOR, NIOCs, BUMED facilities or embedded in certain deployable units such as Naval Special Warfare or Seabee Battalions. In these billets,



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the IDMAA will have a variety of roles similar to the CMAA on CGs and DDGs. Completion of NSF qualification is mandatory for all MAs in this assignment. NECs P02A, 804A, and 90CS are associated with IDMAA tours.

- (5) Bureau of Medicine and Surgery (BUMED). MAs assigned to BUMED hospitals primarily focus on antiterrorism (AT) planning and responding to calls for service. These assignments do not provide the opportunity to obtain a warfare qualification, but are require completion of NSF qualification.

5. Certifications available to MAs:

- Air Force Phoenix Raven Course
- ATO Level II
- MTS
- POST
- VBSS
- ASIS International: Certified Protection Professional
- CHS: CHS I-V
- IAEM: Certified Emergency Manager
- SPeD: SFPC, SPIPC, SAPPC, PSC, ISOC, ATC, SPSC, SAPs
- USMAP: Police Officer I, Security Specialist, EMS, Corrections Officer, Criminal Investigator

6. Rating NECs:

717B: Small Arms Instructor
718B: Crew Served Weapons Instructor
P01A: Chief Master-at-Arms
P02A: Command Investigator
P03A: Harbor Security Patrol Leader
P04A: Harbor Security Boat Training Supervisor
P05A: Military Working Dog Handler
P06A: Military Working Dog Kennel Master
P08A: Corrections Specialist (Brig Afloat)
P09A: Protective Service Specialist
P10A: Nuclear Weapons Security Specialist (NWSS)
P11A: Physical Security Specialist
P12A: Military Criminal Investigator
P13A: Law Enforcement Specialist
804A: Anti-terrorism Training Supervisor
804G: Expeditionary Force Combat Skills
805A: Instructor
853A: Force Protection Boat Coxswain
8MTS: Master Training Specialist

7. Acronyms:

ACFL (Assistant Command Fitness Leader)
ALDC (Advanced Leadership Development Course)
AT (Antiterrorism)
ATC (Antiterrorism Credential)
ATG (Afloat Training Group)
ATS (Afloat Training Specialist)
ATTWO (Antiterrorism Tactical Watch Officer)
BJOY (Blue Jacket of the Year)
BUMED (Bureau of Medicine and Surgery)
CRT (Command –Resilience Team)
CART (Command Assessment of Readiness and Training)



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CENSECFOR (Center for Security Forces)
CFL (Command Fitness Leader)
CHS (Certification in Homeland Security)
CMAA (Chief Master at Arms)
CMEO (Command Managed Equal Opportunity)
CNIC (Commander, Naval Installations Command)
CPO-LDC (Chief Petty Officer Leadership Development Course)
CONUS (Continental United States)
CSEL (Command Senior Enlisted Leader)
CTT (Command Training Team)
DAPA (Drug and Alcohol Program Advisor)
DCTT (Damage Control Training Team)
DLCPO (Departmental Leading Chief Petty Officer)
EAWS (Enlisted Aviation Warfare Specialist)
ECM (Enlisted Community Manager)
EJPME (Enlisted Joint Professional Military Education)
EMS (Emergency Management Specialist)
ESAMI (Expeditionary Small Arms Marksmanship Instructor)
EST (Embarked Security)
ESWS (Enlisted Surface Warfare Specialist)
EXW (Expeditionary Warfare)
FCPOA (First Class Petty Officer Association)
FEP (Final Exercise Problem)
FLD (Foundations of Leadership Development)
FLTKM (Fleet Kennel Master)
FTO (Field Training Officer)
GCO (Gunnery Control Officer)
GLO (Gun Liaison Officer)
HHOA (Higher Headquarter Operational Assessment)
HMRC (Harbor Maritime Response Center)
HPU (Harbor Patrol Unit)
HRP (High Risk Personnel)
HSB (Harbor Security Boat)
HVU (High Value Unit)
IAEM (International Association of Emergency Managers)
IDMAA (Independent Duty Master at Arms)
ILDC (Intermediate Leadership Development Course)
INUS (In United States)
ISR (Intelligence, Surveillance and Reconnaissance)
ISOC (Industrial Security Oversight Credential)
JSOY (Junior Sailor of the Year)
KM (Kennel Master)
LPO (Leading Petty Officer)
LCPO (Leading Chief Petty Officer)
MA (Master-at-Arms)
MESF (Maritime Expeditionary Security Force)
MESG (Maritime Expeditionary Security Group)
MTS (Master Training Specialist)
MC (Mission Commander)
MWD (Military Working Dog)
NCIS (Naval Criminal Investigative Service)
NEC (Navy Enlisted Classification)
NECC (Navy Expeditionary Combat Command)
NSF (Naval Security Force)
NTPI (Navy Technical Proficiency Inspection)
NWS (Nuclear Weapons Security)
OCONUS (Outside Continental United States)



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OUTUS (Outside United States)
 PSC (Physical Security Certification)
 PME (Primary Military Education)
 POST (Peace Officer Standardized Training)
 PPME (Primary Professional Military Education)
 PRP (Personnel Reliability Program)
 PSD (Protective Services Detail)
 RASS (Regional Assessments)
 RTAV (Regional Training and Assist Visit)
 REGCOM (Regional Commander)
 RKM (Regional Kennel Master)
 SAPPCC (Security Asset Protection Professional Certification)
 SAPs (Special Access Programs)
 SCI (Small Craft Insignia)
 SEA (Senior Enlisted Advisor)
 SEJPME (Senior Enlisted Joint Primary Military Education)
 SFPC (Security Fundamentals Professional Certification)
 SL (Section Leader)
 SOY (Sailor of the Year)
 SPSC (Special Program Security Credential)
 SPECWAR (Special Warfare)
 SPeD (Security Professional Education Development)
 SPIPC (Security Program Integration Professional Certification)
 STAAT (Security Training and Assessment Teams)
 SWF (Strategic Weapon Facility)
 SWFLANT (Strategic Weapon Facility – Atlantic)
 SWFPAC (Strategic Weapon Facility – Pacific)
 TACAMO (Take Charge and Move Out)
 TACSUP (Tactical Supervisor)
 TRASUP (Training Supervisor)
 TYCOM (Type Commander)
 USMAP (United Services Military Apprenticeship Program)
 VBSS (Visit, Board, Search, and Seizure)
 WC (Watch Commander)

Considerations for advancement from E6 to E7

- Must be qualified to pay grade requirements (Duty Type specific):

<u>CNIC</u>	<u>MWD</u>	<u>HPU</u>	<u>NECC</u>	<u>SWF</u>	<u>TACAMO</u>	<u>AFLOAT</u>	<u>PSD</u>	<u>Assessment Teams</u>
* Section Chief	* KM	* HSB Leader/SL	* ATTWO/TACSUP/MC	* Platoon Chief	* MC	* CMAA	* Shift Leader	* Team Leader
DEPT LPO	MWD Trainer	HSB TRASUP/HMRC	* Patrol Leader	Area Supervisor/LPO/WC	LPO/WC	ATTWO	Team Leader	Assessor
OPS/Training LPO	MWD Handler	HSB LPO	TC Coxswain	KM		GLO		
WC		Coxswain	AST Team Leader	HSB LPO/Coxswain		LPO/WC		

* Indicates E7 and above level qualification/assignment

FULLY QUALIFIED:

- Leadership & Paygrade Qualifications: Must meet all Navy leadership development requirements (Advanced Leadership Development Course), possess the necessary qualifications for their respective paygrade.



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- Warfare Qualification: Must have earned a warfare pin if assigned to a warfare platform (NECC = EXW, USS = SW, SWF = FMF, Squadron = AW, MTS/ATS if available at the Training Command, etc.), NSF Senior Specialist Qualification (Any platform).

Note: If a member is unable to complete qualifications (Warfare/NSF Senior Specialist) due to program availability, their Commanding Officer SHALL document this to ensure career milestones are not adversely impacted. Qualifications not obtained at E-4 and below shall not be considered disqualifying.

BEST QUALIFIED:

- Primary Duties: Must excel in primary duties, with documented success in RTAV, CART, RASS, FEP, ULTRA-C, NTPI, and other assessments/missions. Sailors excelling under their lead, evident through advancements, SOY/JSOY/BJOY selections, Sailor professional and personal development, and retention impact.
- Experience & Performance: Must have successfully completed at least a 12-month tour in one of the positions above, preferably serving as a leader in more than one duty type (MWD exempt), AND have a history of sustained superior performance, defined as a majority of Individual Trait Averages exceeding RSCA.
- Professional Development: Should have continued professional development, i.e. attending military schools, college courses, correspondence courses (PPME/EJPME I) and, if a degree is completed, continue working toward the next academic milestone.
- FCPOA Engagement: Should be an active FCPOA member, preferably holding a cabinet position, with documented success or contributions.
- Sailor 360 Participation: Should be engaged in the Sailor 360 program, preferably leading a committee (training, physical training, etc.).
- Command-Level Involvement: Should contribute at the command level, serving on training teams (ATTT, DCTT, ITT, CSTT, MTT, etc.) and fulfilling collateral duty (ACFL, CRT, CTT, etc.) with documented success and impact.

Considerations for advancement from E7 to E8

- Must be qualified to pay grade requirements (Duty Type specific):

<u>CNIC</u>	<u>MWD</u>	<u>HPU</u>	<u>NECC</u>	<u>SWF</u>	<u>TACAMO</u>	<u>AFLOAT</u>	<u>PSD</u>	<u>Assessment Teams</u>
Section Chief	Regional KM	HSB Leader	MC	Platoon Chief	MC	CMAA	Shift Leader	Team Leader
DEPT LCPO	Regional MWD Trainer	HSB LCPO	LCPO/Patrol Leader	KM		ATTWO	Team Leader	Assessor
OPS Officer/ LCPO	KM		Security Team Leader	HSB Leader		LCPO		
ATO						GCO/GLO		
Training LCPO								
WC								

FULLY QUALIFIED:

- Leadership & Paygrade Qualifications: Must meet all Navy leadership development requirements (Chief Petty Officer Leadership Development Course), possess the necessary qualifications for their respective paygrade.
- Warfare Qualification: Must earn a warfare pin if assigned to a warfare platform (NECC = EXW,



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USS = SW, SWF = FMF, Squadron = AW, MTS/ATS if available at the Training Command, etc.), NSF Master Specialist Qualification (Any platform).

Note: If a member is unable to complete qualifications (Warfare/NSF Master Specialist) due to program availability, their Commanding Officer SHALL document this to ensure career milestones are not adversely impacted. Qualifications not obtained at E-4 and below shall not be considered disqualifying.

BEST QUALIFIED:

- **Primary Duties:** Must excel in primary duties, with documented success in RTAV, CART, RASS, FEP, ULTRA-C, NTPI, and other assessments/missions. Sailors excelling under their lead, evident through advancements, SOY/JSOY/BJOY selections, Sailor professional and personal development, and retention impact.
- **Experience & Performance:** Must have successfully completed at least a 12-month tour in one of the positions above, preferably serving as a leader in more than one duty type (MWD exempt), AND have a history of sustained superior performance, defined as a majority of Individual Trait Averages exceeding RSCA.
- **Professional Development:** Should have continued professional development, i.e. attending military schools, college courses, correspondence courses (PME/EJPME II) and, if a degree is completed, continue working toward the next academic milestone.
- **CPOA Engagement:** Should be an active CPOA member, preferably holding a cabinet position, with documented success or contributions.
- **Sailor 360 Participation:** Should be involved in Sailor 360 initiatives, preferably leading a committee (training, physical training, etc.).
- **CPO Initiation Leadership:** Should be actively involved in CPO Initiation, ideally serving as Committee Chair or Co-Chair.
- **Command-Level Involvement:** Should have demonstrated participation in Training Teams (ATTT, DCTT, ITT, CSTT, MTT, etc.), fulfilling collateral duty (CFL, DAPA, CMEO) with documented success and impact.



MA CAREER PATH (SW/AW/EXW)



Considerations for advancement from E8 to E9

- Must be qualified to pay grade requirements (Duty Type specific):

<u>CNIC</u>	<u>MWD</u>	<u>HPU</u>	<u>NECC</u>	<u>SWF</u>	<u>TACAMO</u>	<u>AFLOAT</u>	<u>PSD</u>	<u>Assessment Teams</u>
OPS Officer/LCPO	Fleet KM	HSB Leader	SEL	Platoon Chief	MC	CMAA	Shift Leader	Team Leader
DLCPO	SSP KM		MC	KM		ATTWO	Team Leader	Assessor
Training Officer/LCPO	CNIC HQ KM			HSB Leader		DLCPO/LCPO		
ATO						GLO/GCO		
						SEWBC/DSL		

FULLY QUALIFIED:

- Leadership & Paygrade Qualifications: Must meet all Navy leadership development requirements (Senior Enlisted Academy).
- Warfare Qualification: Must earn a warfare pin if assigned to a warfare platform (NECC = EXW, USS = SW, SWF = FMF, Squadron = AW, MTS/ATS if available at the Training Command), NSF Master Specialist Qualification.

Note: If a member is unable to complete qualifications (Warfare/NSF Master Specialist) due to program availability, their Commanding Officer SHALL document this to ensure career milestones are not adversely impacted. Qualifications not obtained at E-4 and below shall not be considered disqualifying.

BEST QUALIFIED:

- Primary Duties & Impact: Must achieve mastery-level proficiency in primary duties, demonstrating excellence in leading, mentoring, and training Chiefs with documented success. Sailors excelling under their lead, evident through advancements, SOY/JSOY/BJOY selections, CDBs completed, Sailor professional and personal development- qualifications, education, etc. and retention impact along with documented success in CART, FEP, ULTRA assessments.
- Leadership & Experience: Must have successfully completed at least a 12-month tour as DLCPO and preferably served as a leader in multiple duty types (MWD exempt), AND have a history of sustained superior performance with (soft/hard) breakouts amongst their peers with a majority of Individual Trait Averages ABOVE RSCA.
- High-Profile Leadership Roles: Must excel in key leadership positions appropriate for paygrade, such as Assistant Security Officer, CMDCM/CMDCS in incumbent's absence, LCPO, SEA, SEL AT Planner, Trainer, Command Level Facilitator (FLD/ILDC/ALDC), etc.
- MA Community Impact: Must demonstrate contributions to the MA community by serving as an NSF qualification Coordinator, rating exam writer, or selection board member/recorder.
- Professional Development: Should actively pursue continued career growth through attendance at military schools, Senior Enlisted Academy (SEA), college courses, and correspondence courses (Any Service). If a degree is completed, should continue advancing to the next level of education (PPME, SEJPME), etc.
- Sailor 360 Engagement: Should be actively involved in Sailor 360, and leading a committee.
- CPO Initiation Leadership: Should play an active role in CPO Initiation, serving as Lead/Co-Lead.
- CPOA/CPO Mess Leadership: Should demonstrate strong involvement in CPOA/CPO Mess, preferably holding a high-level cabinet position (i.e., President, Vice President) with documented accomplishments.
- Command-Level Involvement: Should contribute meaningfully at the command level, actively participating in Training Teams (ATTT, DCTT, ITT, CSTT, MTT, etc.), fulfilling collateral duty (CFL, DAPA, CMEO) with documented success and impact.