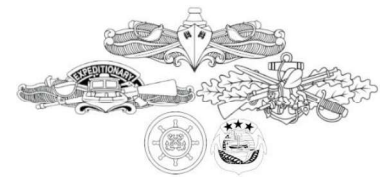




BM CAREER PATH SELECTED RESERVE (SELRES)



Boatswain's Mate (BM) is the oldest rating in the Navy and has a rich history of honored traditions. BMs are the leaders and backbone of every ship's crew. BMs maintain the exterior surfaces of ships, deck handling machinery and equipment, handles cargo (to include within a contested logistics battle space), operates small boats during a number of evolutions including Anti-Terrorism Operations and Maritime Interdiction boardings of suspect ships, and beach assault.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	BMCM	23.0 Yrs	CSEL	N/A	Follow on NRRU/Opr. Unit tours Billet: CSEL, Training Officer, Dept LCPO, Regional SEL, National SEL Duty: Admin/Operational Staff. Qualification: 8CMC, 824A, 863A
23-26	BMCM BMCS	23.0 Yrs 18.6	CSEL	N/A	Follow on NRRU/Opr. Unit tours Billet: CSEL, Dept LCPO, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: MSRON, BCHMSTR Unit, ACU, MSC, PHIBCB, CNSP/CNSL, ESG, LCSRON, TEU, SWRMC, MARMC, and various other reserve units. Qualification: Senior Enlisted Academy, 8CMC, 8CSC, 863A
20-23	BMCM BMCS BMC	23.0 Yrs 18.6 14.9	CSEL	N/A	3 rd Navy Reserve Readiness Unit (NRRU) tour Billet: CSEL, Training Officer, Dept/Div LCPO, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: MSC, SWRMC, MARMC, CNSP/CNSL, ESG, MSRON, BCHMSTR Unit, ACU, NCB, LCSRON, TEU and various other reserve units. Qualification: Senior Enlisted Academy, 8CMC, 8CSC, 863A
16-20	BMCS BMC BM1	18.6 Yrs 14.9 11.5	CWO, CSEL	N/A	3 rd Operational Unit tour Billet: CSEL, Unit SEL, Dept/Div LCPO, Craftmaster, Regional Staff, Shop Task Manager, NROWS UA Duty: MSRON, BCHMSTR Unit, ACU, MSC, NCHB, NCB, PHIBCB, CNSP/CNSL, ESG, LCSRON, TEU and various operational other reserve units Qualification: 863A, Craftmaster, Patrol Leader, Safety Officer.
12-16	BMC BM1	14.9 Yrs 11.5	OCS, LDO, CWO	N/A	2 nd Navy Reserve Readiness Unit (NRRU) tour Billet: Unit SEL, LCPO, LPO, Regional Staff, Shop Task Manager, NROWS UA Duty: MSC, CNSP/CNSL, TEU, MSRON, BCHMSTR Unit, ACU, ESG, LCSRON, and various other reserve units. Qualification: Craftmaster, Patrol Leader, Coxswain, Chief of the Guard, dockmaster.



BM CAREER PATH SELECTED RESERVE (SELRES)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	BMC BM1 BM2	14.9 Yrs 11.5 7.1	STA-21, OCS, LDO	N/A	2 nd Operational Unit tour Billet: LCPO, LPO, Maintenance Technician, Unit STC Mentor Duty: MSRON, BCHMSTR Unit, ACU, MSC, PHIBCB, CNSP/CNSL, ESG, LCSRON and various other operational reserve units. Qualification: WCS, LSE, LPO, Safety Supervisor, Small craft Coxswain, Causeway Barge Ferry Coxswain
4-8	BM1 BM2 BM3	11.5 Yrs 7.1 3.0	STA-21, OCS, Naval Academy	N/A	1 st Navy Reserve Readiness Unit (NRRU) tour Billet: LPO, Rigger, Instructor Duty: MSC, CNSP/CNSL, ESG, LCSRON, MSRON, BCHMSTR Unit, ACU and various other reserve units. Qualification: Watch Team Supervisor, CDO, Warfare device's expected if attainable, Hatch Captain, Small craft NAV/RTO
1-4	BM2 BM3	7.1 Yrs 30 Months	STA-21, OCS, Naval Academy	N/A	1 st Operational Unit tour Billet: BMOW, Cargo Handler, Deck Seaman, Small Boat Coxswain. Duty: MSRON, BCHMSTR Unit, ACU, NCB, PHIBCB, LCSRON and various other operational reserve units. Qualification: Rig Captain, Small craft Engineer
1+/-	BM3 BMSN BMSA Accession Training	30 Months 18 Months 9 Months		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

- "A" School is not required for this rating.
- This is not a compressed rating.
- SELRES BM's should show diversity in billets throughout their careers and include Active Duty for Training (ADT), Active Duty for Operational Support (ADOS), and mobilizations in support of Sea (Operational Unit) and Shore (Navy Reserve Readiness Unit (NRRU)) commands.
- When able, SELRES Sailors should try to earn ESWS, EXWS, SCW, Craftmaster, and Coxswain pin(s). Sailors assigned to a command with a warfare program that fail to obtain a warfare will be viewed as having Missed a Training Opportunity and needs to be documented as such.



BM CAREER PATH SELECTED RESERVE (SELRES)



5. NECs held by BMs:

797A - NAMTS Rigger/Weight Tester
U16A - Causeway Barge Ferry Pilot
W14A - Harbor/Docking Pilot
W07A - Tugmaster
W08A - Patrol Boat Coxswain
799A - Causeway Barge Ferry Coxswain
778B - Surface Warfare (SUW) Mission Specialist
798A - 7 Meter Rigid Inflatable Boat (RIB) Coxswain
799C - 11 Meter Rigid Inflatable Boat (RIB) Coxswain
701C - Landing Craft Utility Craftmaster
800B - LCAC Loadmaster
W11A - Navy Lighterage Deck Supervisor
775B - Expeditionary - Maritime Security

NEC Notes:

(1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.

(2) Those that occupy CMDCM/CMDCS/CSEL billets by designation SHOULD get the following NEC's as they apply:

- a. 8CMC – Command Master Chief
- b. 8CSC – Command Senior Chief
- c. 863A – Reserve Senior Enlisted Management

3. Those senior leaders that are assigned to Cargo Handling Battalions SHOULD qualify in the following as per the career timeline table above:

- a. Maritime Cargo Handling Specialist: Supervisory – 824A

Note: This requirement does not apply to CSEL's.

6. Within Surge Main all regional/national positions are screened billets and with documented impact should be considered a plus.

7. Within Military Sealift Command all command (CMDCM/CMDCS/CSEL/SEL) positions are screened billets and with documented impact should be considered a plus.

8. MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (ATG/MESG/TEU etc.) although have valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement. If not available, it needs to be documented on evaluation.

9. ATS is an Afloat Training Group Program. Personnel assigned to ATG should qualify ATS if available at current command. If not available, it needs to be documented on evaluation.

10. When in commands with Command Training Teams (CTT) (examples: NECC, MSC, LSC, etc) E6 should serve on CTT as a member or higher qual, and E7 and above as CTT supervisor if not CTT leader or higher qual.



BM CAREER PATH SELECTED RESERVE (SELRES)



11. Table of expected minimum qualifications via major communities/commands:

a. Traditional Commands/Quals Boatswains Mate's Operate/Obtain:

<u>Command Type</u>	<u>Qual</u>	<u>Command Type</u>	<u>Qual</u>
MSRON:	Nav/RTO	NCHB:	Hold Boss
NCB:	COC S code station Watch Sup	BMU:	BPT Communicator
ACB/ACU:	Lookout	PHIBCB:	Lighterage Supervisor
MSC HQ:	Port Operations Supervisor	LCSRON:	Reaction Force Team Member
MSC CART:	UNREP Safety	MSC EPU:	Port Team Member

b. Non-Traditional Commands/Quals Boatswains Mate's Operate/Obtain:

<u>Command Type</u>	<u>Qual</u>
Command's With Watch Floor (e.g. CNSL/P, C#F, AOR):	Watch Team Supervisor
TEU:	Training Team Supervisor
School House:	Master Training Specialist
RSU:	CDO/Master-At-Arms

12. The use of Coxswain (a watch station qual) as a primary duty is to be viewed as equal to that of an LPO prior to FY 26.

Considerations for advancement from E6 to E7

Reference the standards from the most recent CPO selection board precept and convening orders.

Fully Qualified candidates for selection **MUST** meet the following for consideration to be advanced to Chief Petty Officer:

- Completed Advanced Leadership Development Course (ALDC)
- Has documented PQS or JQR qualification(s) appropriate to paygrade (as outlined in Note 11 above) within TYCOM/Enterprise/Federation pillar assigned; documented within block 44 or within electronic service record NAVPERS 1070/881 (documented max qualified in blk 44 and/or qualifications normally held by next higher paygrade viewed favorably). In the event of only one qualification or no qualifications within command, a note **MUST** be added to block 44. Additionally, if a Sailor is in a non-traditional billet not listed in note 11, the reporting senior must call out this status in block 43 or 44 so as not have an adverse impact on advancement opportunity
- Served successfully as an LPO, assistant LPO, or in a leadership role (i.e. Coxswain with weapons release authority, OOD (I/P), Chief of the Guard), with significant positive documented impact for those led

Highly competitive candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

- Demonstrated performance in the role of Honor Boatswain through the support of piping and BM leadership at change of command, retirement, and other official ceremonies requiring management of side boys
- Leadership position within unit with heavy Sailor involvement and documented impact on warfighting readiness. Special consideration should be given to those Sailors whose units receive NRC/Region/TYCOM-level accolades for unit performance
- When performing Duty aboard ship (AC/AT/ADT/ADOS) documented performance as safety observer of Sea & Anchor Detail, conducting UNREP or Boat OPS
- Warfare: ESWS, EXW, SCW or other warfare's (based on opportunity/assignment/mobilization)
- Advanced Qualification: Craftmaster, Coxswain, Causeway Barge Ferry Pilot (based on opportunity/assignment/mobilization) Special consideration should be given to those who attained a warfare and advanced qualification within a single tour of duty



BM CAREER PATH SELECTED RESERVE (SELRES)



- Has documented peer mentorship and/or leadership with strong involvement and impact (e.g., First Class Petty Officer Association (FCPOA) with metrics showing impact). Special consideration should be given to those in leadership positions
- Has Sailorization documented with strong involvement and impact (e.g., SAILOR 360 with metrics showing impact). Special consideration should be given to those in leadership positions
- Command collateral duties with documented impact (e.g., Command Fitness Leader (CFL), Unit Command Career Counselor (UCCC), etc.)
- Completion of USMAP or NAMTS should be considered a plus

Considerations for advancement from E7 to E8

Reference the standards from the most recent SCPO/MCPO selection board precept and convening orders.

Fully Qualified candidates for selection **MUST** meet the following for consideration to be advanced to Senior Chief Petty Officer:

- CPO-LDC graduate
- Documented two years or more in the role/billet of LCPO with strong leadership and documented impact

Highly competitive/most fully qualified candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones including the considerations for Chief Petty Officer:

- Qualified Mob-To-Billet: Has documented PQS or JQR qualification(s) appropriate to paygrade within TYCOM/Enterprise/Federation pillar assigned; documented within block 41 (prior to FY25) or block 29 (FY26 and after) or within electronic service record NAVPERS 1070/881 (documented max qualified in blk 41 and/or qualifications normally held by next higher paygrade viewed favorably). In the event of only one qualification or no qualifications within command, a note **MUST** be added to block 41 (prior to FY25) or block 29 (FY26 and after). Additionally, if a Sailor is in a non-traditional billet the reporting senior must call out this status in block 41 (prior to FY25) or block 29 (FY26 and after) so as not have an adverse impact on advancement opportunity
- Leadership position within pillar with heavy Sailor involvement and documented impact on warfighting readiness. Special consideration should be given to those Sailors whose units receive NRC/Region/TYCOM-level accolades for unit performance.
- Warfare: ESWS, EXW, SCW or other warfare's (based on opportunity/assignment/mobilization)
- Advanced Qualification: Craftmaster, Coxswain, Causeway Barge Ferry Pilot (based on opportunity/assignment/mobilization) Special consideration should be given to those who attained a warfare and advanced qualification within a single tour of duty
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Senior Enlisted Leader (SEL). Special consideration should be given to those who have completed NEC: 863A or 8SEL
- Unit LCPO or DLCPO of large command
- A best and most qualified spends AT as an On-site Leader (OSL)
- Regional SELs should be executing their ATs to perform unit visits, and it should not be considered negative if they do not perform a shipyard AT

Considerations for advancement from E8 to E9

Reference the standards from the most recent SCPO/MCPO selection board precept and convening orders.



BM CAREER PATH SELECTED RESERVE (SELRES)



Fully Qualified candidates for selection **MUST** meet the following for consideration to be advanced to Master Chief Petty Officer:

- Sea Enlisted Academy (SEA) graduate or graduate of other Service Equivalent
- Documented two years or more in role(s)/billet(s) of Unit LCPO, DLCPO, Squadron or Battalion Company Chief, or SEL with strong leadership and documented impact

Highly competitive/most fully qualified candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones including the considerations for Senior Chief Petty Officer:

- Leadership position within pillar with heavy Sailor involvement and documented impact on warfighting readiness. Special consideration should be given to those Sailors whose units receive NRC/Region/TYCOM-level accolades for unit performance.
- Regional SEL (based on opportunity/assignment/mobilization)
- Regional or National leadership position in a Navy Reserve Program or Command/TYCOM/Federation, special consideration should be given to those with documented impact to Command/TYCOM/Federation through driving changes or updating policy
- Warfare: ESWS, EXW, SCW or other warfare's (based on opportunity/assignment/mobilization)
- Advanced Qualification: Craftmaster, Coxswain qualified, Causeway Barge Ferry Pilot, Maritime Cargo Handling Specialist: Supervisory (based on opportunity/assignment/mobilization) Special consideration should be given to those who attained a warfare and advanced qualification within a single tour of duty
- Engaged in a Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions AND have involvement with other messes within assigned pillar or Navy Reserve Center
- Support CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in a leadership position
- Mentor SAILOR 360 leaders with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Unit LCPO or DLCPO of large command
- Command Senior Enlisted Leader (CSEL). Special consideration should be given to those who have completed NEC(s): 863A, 8CSC, 8CMC

ACRONYMS SPECIFIC TO THE BM RATE INCLUDE:

ACU	Assault Craft Unit
ATG	Afloat Training Group
ATS	Afloat Training Specialist
BCHMSTR	Beach Master
BMU	Beach Master Unit
BPT	Beach Party Member
CART	Cargo Afloat Rig Team
CMDCM	Command Master Chief
CMDCS	Command Senior Chief
CNSL	Commander, Naval Surface Force Atlantic (COMNAVSURFLANT)
CNSP	Commander, Naval Surface Force Pacific (COMNAVSURFPAC)
CSEL	Command Senior Enlisted Leader
ESG	Expeditionary Strike Group
LCPO	Leading Chief Petty Officer
LCSRON	Littoral Combat Ship Squadron
LPO	Leading Petty Officer
MARMC	Mid-Atlantic Regional Maintenance Center
MESG	Maritime Expeditionary Security Group
MSC	Military Sealift Command
MTS	Master Training Specialist
MSRON	Maritime Expeditionary Security Squadron
NCB	Naval Construction Battalion



BM CAREER PATH
SELECTED RESERVE (SELRES)



NROWS UA	Navy Reserve Order Writing System Unit Administrator
OSL NSYD	On-site Leader Naval Shipyard
PHIBCB	Amphibious Construction Battalion
SEL	Senior Enlisted Leader
SWRMC	Southwest Regional Maintenance Center
TEU	Training and Education Unit
WCS	Work Center Supervisor

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10000)
CSEL Program - [Pages - CMC_CSC_Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10000)