



## BM CAREER PATH SELECTED RESERVE (SELRES)

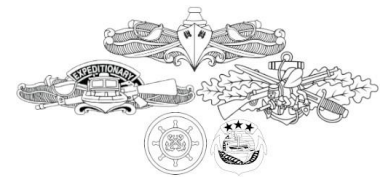


Boatswain's Mate (BM) is the oldest rating in the Navy and has a rich history of honored traditions. BMs are the leaders and backbone of every ship's crew. BMs maintain the exterior surfaces of ships, deck handling machinery and equipment, handles cargo (to include within a contested logistics battle 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 <sup>rd</sup> Navy Reserve Readiness Unit (NRRU) tour Billet: CSEL, Training Officer, Dept/Div LCPO, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: SWRMC, MARMC, MSRON, BCHMSTR Unit, ACU, MSC, NCB, CNSP/CNSL, ESG, 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 <sup>rd</sup> Operational Unit tour Billet: CSEL, Unit SEL, Dept/Div LCPO, Craftmaster, Regional Staff, Shop Task Manager, NROWS UA Duty: MSRON, BCHMSTR Unit, ACU, MSC, 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 <sup>nd</sup> Navy Reserve Readiness Unit (NRRU) tour Billet: Unit SEL, LCPO, LPO, Regional Staff, Shop Task Manager, NROWS UA Duty: MSRON, BCHMSTR Unit, ACU, MSC, CNSP/CNSL, ESG, LCSRON, TEU and various other reserve units. Qualification: Craftmaster, Patrol Leader, Coxswain, Chief of the Guard, dockmaster.



## BM CAREER PATH SELECTED RESERVE (SELRES)



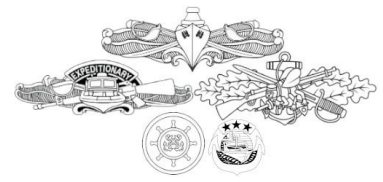
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	BMC BM1 BM2	14.9 Yrs 11.5 7.1	STA-21, OCS, LDO	N/A	2 <sup>nd</sup> Operational Unit tour Billet: LCPO, LPO, Maintenance Technician, Unit STC Mentor Duty: 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 <sup>st</sup> Navy Reserve Readiness Unit (NRRU) tour Billet: LPO, Rigger, Instructor Duty: MSRON, BCHMSTR Unit, ACU, MSC, CNSP/CNSL, ESG, LCSRON and various other reserve units. Qualification: 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 <sup>st</sup> 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	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 destination SHOULD get the following NEC's as they apply:

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

(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

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 members if not CTT leaders or higher qual.



## **BM CAREER PATH** **SELECTED RESERVE (SELRES)**



### **Considerations for advancement from E6 to E7**

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

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

- Should have successfully completed LPO/E6 milestone tour(s)
- Qualified: Has documented PQS or JQR qualification(s) appropriate to paygrade within TYCOM/Enterprise 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.
- 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.
- Duty aboard ship (AC/AT/ADT/ADOS) as safety observer of Sea & Anchor Detail, UNREP, 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
- First Class Petty Officer Association (FCPOA) 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
- Unit LPO or DLPO
- 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
- LDC graduate

### **Considerations for advancement from E7 to E8**

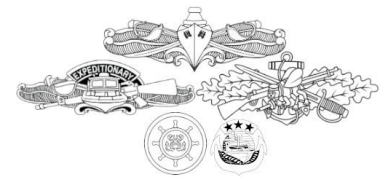
Reference the standards from the most recent SCPO/MCPO selection board precept and convening orders.

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:

- Should have successfully completed equivalent of one or more LCPO/E7 milestone tour(s)
- Qualified: Has documented PQS or JQR qualification(s) appropriate to paygrade within TYCOM/Enterprise pillar assigned; documented within block 41 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.
- 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



## BM CAREER PATH SELECTED RESERVE (SELRES)



- 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
- 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
- CPO-LDC graduate

### **Considerations for advancement from E8 to E9**

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

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:

- Should have successfully completed equivalent of one or more SEL/E8 milestone tour(s)
- Must have successfully complete Senior Enlisted Academy (SEA) or other Service Equivalent
- 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, special consideration should be given to those with documented impact to Command/TYCOM 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
- 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 your pillar
- 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
- 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
- Qualification as Navy Culture Workshop Facilitator (Afloat Culture Workshop, Expeditionary Culture Workshop)

### **ACRONYMS SPECIFIC TO THE BM RATE INCLUDE:**

ACU	Assault Craft Unit
ATG	Afloat Training Group
ATS	Afloat Training Specialist
BCHMSTR	Beach Master
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



## BM CAREER PATH SELECTED RESERVE (SELRES)



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
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=10888)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)