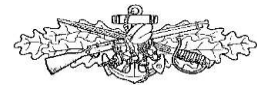




## CM CAREER PATH SELECTED RESERVE (SELRES)

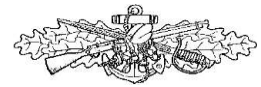


Construction Mechanic (CM): Construction skills performed include: the repair and maintenance of heavy construction, tactical and automotive equipment. Construction Mechanics diagnose and troubleshoot equipment failures to include mechanical, electrical, hydraulic and pneumatic systems. They maintain spare part inventories for equipment repair, databases for preventive maintenance and documentation of repair and maintenance performed. In addition to supporting the Naval Construction Forces, Construction Mechanics are in high demand to provide support to Special Warfare and Explosive Ordnance Disposal Units. Combat skills performed include: embarkation via airlift/sealift; chemical, biological, radiological and nuclear (CBRN) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT); performing camp security (e.g. guard duty, obstacle construction, observation posts, patrols for squad / platoon sized elements, convoys with various numbers of troops and Civil Engineering Support Equipment (CESE) and communications set-up). Individuals obtain small arms qualifications, advanced first aid training and crew served weapons qualifications.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	POSSIBLE NECs	TYPICAL CAREER PATH DEVELOPMENT
28-30	CBCM	22.8 Yrs	CSEL	N/A	Subsequent Tours.
25-28	CBCM CMCS	22.8 Yrs 18.1	CSEL, Company Chief	8LDC, 8SEA	Billet: SEL/SEA, Region/Company Chief, Operations LCPO R3C/S3C, Training LCPO, R7C/S7C, Manpower Chief, Equipment Manager, RAC, Mob Manager, Dept. Chief Duty: NCB, NCHB, NCR, NCG, NSW, NFELC, NECC, NAVFAC
22-25	CBCM CMCS CMC	22.8 Yrs 18.1 15.1	CSEL	8LDC, 8SEA	Billet: SEL/SEA, Operations LCPO R3C/S3C, Training LCPO R7C/S7C, Region/Company Chief, Manpower Chief, Equipment LCPO, Equipment Manager, Mob Manager, Dept Chief. Duty: NCB, NCHB, NCR, NCG, NSW, NFELC, NECC, NAVFAC
19-22	CMCS CMC CM1	18.1 Yrs 15.1 10.5	LDO, CWO (Non-Seabee), CSEL	811A, 830A, B06A, B07A, B11A, B12A 744B, 745B, 775B, 720A, 720B, 720C, 720D	Billet: NCB/Unit 3MC, Operations Staff, Training Staff, Department LCPO, Region Chief, Platoon Chief, Manpower Chief, RAC, Mob Manager, Dept Chief. Duty: NCB, NCHB, ACB, NCR, NCG, NAVFAC, NECC, NSW
15-19	CMC CM1	15.1 Yrs 10.5	LDO, CWO (Non-Seabee)	B11A, B06A, B07A, B09A, B12A, B14A 744B, 745B, 775B, 720A, 720B, 720C, 720D	Billet: Maintenance Shop Supervisor, CESE Manager, Platoon CPO, Det OIC/AOIC, Company Ops Chief, QC Chief Duty: NCB, NCHB, ACB, NCR, NCG, NAVFAC, NECC, NSW
12-15	CMC CM1 CM2	15.1 Yrs 10.5 5.4	LDO, CWO (Non-Seabee)	B11A, B06A, B07A, B09A, B12A, B14A, 744B, 745B, 775B, 720A, 720B, 720C, 720D	Billet: Region/Company LPO, DET OIC/AOIC/LPO, Safety/QC Chief, Maint Shop Supervisor, Company Ops Chief, 3MC Duty: NCB, NCHB, ACB, NCR, NCG, NAVFAC, NECC, NSW
8-12	CMC CM1 CM2	15.1 Yrs 10.5 5.4	STA-21, OCS, LDO	B11A, B06A, B07A, B09A, B12A, B14A, 744B, 745B, 775B, 720A, 720B, 720C, 720D	Billet: LPO, Shop Supervisor, NSW Support, CESE Manager Region/Company LPO, DET OIC/AOIC/LPO, Safety Specialist, QC Inspector Duty: NCB, NCHB, ACB, NCR, NCG, NECC, NSW



## CM CAREER PATH SELECTED RESERVE (SELRES)



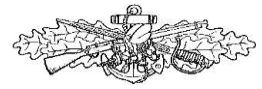
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	POSSIBLE NECs	TYPICAL CAREER PATH DEVELOPMENT
5-8	CM2 CM3	5.4 Yrs 30 Months	STA-21, OCS	B11A, B06A, B07A, B14A, 744B, 745B	Billet: Equipment Maintenance, Platoon Leader, Squad Leader Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB Qualifications: SCWS/EXW, Key Billet Training/Advanced NEC
2.5-5	CM2 CM3	5.4 Yrs 30 Months	STA-21, OCS, Naval Academy	B11A, 744B, 745B	Billet: Basic trades Duty: NMCB, ACB, HM SQUADRONS, MSRON
1.5	CMCN CMCA Accession training	18 Months		804G	Recruit training, "A" School, and ECS (NEC 804G) if initial billet is NECC

### Notes:

1. "A" school is required for this rating.
  2. This is a compression rating.
  3. E8 and E9 SEABEE Ratings: Three of the seven Seabee ratings compress to one rating at the E8 level. All Seabee ratings compress at the E9 level.
    - a. CUCS - BU/EA/SW
    - b. CBCM – CE/CM/CU/EO/UT
  4. CM specific NECs: 804G Expeditionary Combat Skills, 811A 3MC, 830A HAZMAT Control Tech, 833A Disaster Prep Op and Training, B06A Water Well Tech, B07A Blaster, B09A Crane Operator, B11A Advanced CM, B12A Advanced Diagnostics Shop Management, B14A Tool and Equipment Tech, B22A Safety Inspector, 744B Caterpillar Diesel Technician, 745B ALCO (251C) and General Motors EMD (645) Diesel Engine Technician, 775B Expeditionary - Maritime Security, 720A - NSW Combatant-Craft Assault Support Engineer, 720B NSW Special Operation Craft Riverine (SOCR) Support Engineer, 720C NSW Combatant-Craft Medium Support Engineer, 720D NSW Combatant-Craft Heavy Support Engineer.
- NEC Notes: NECs may be challenged/earned based upon civilian occupation and training documentation. Most advanced skill schools that award NECs are tied to billets coded for that skill. Proper career and unit RUAD management is essential to provide these training opportunities. NCBs possess the majority of these billets.
5. Occupation Field 6 (OF-6) Rating: Ratings in which primary technical focus is construction and consideration should be given to technical skill.
  6. Warfare Qualification: The Seabee Combat Warfare (SCW) specialist warfare qualification designation was established in 1992. Qualifying units are a Naval Mobile Construction Battalions (NMCBs), Naval Construction Battalions (NCBs), the Amphibious Construction Battalion (ACB), and the two Underwater Construction Teams (UCTs). The Expeditionary Warfare Specialist (EXW) warfare qualification designation was established in 2006. Qualifying commands are NMCB, NCB, Maritime Expeditionary Groups/Squadrons (MSRON), Naval Construction Regiment (NCR), Naval Construction Group (NCG), Navy Expeditionary Logistics Group (NAVELSG), Naval Cargo Handling Battalion (NCHB), and Naval Special Warfare (NSW).
  7. Challenging Assignments:
    - a. Naval Construction Battalions (NCBs): NCBs (Previously NMCBs) provide advanced base construction



## CM CAREER PATH SELECTED RESERVE (SELRES)



support to joint military environments including force protection, public works, expeditionary construction humanitarian assistance, disaster recovery while maintaining a high level of mobility. Current SELRES rotations are five years with a unit mobilization averaging once every five years. SELRES NCBs are home ported in Port Hueneme, CA and Gulfport, MS.

b. Naval Special Warfare (NSW): Combat Service Support units within the two reserve SEAL teams deploy regularly to provide logistic, construction and camp maintenance support to deployed NSW elements. This is a screened command with high physical fitness and performance standards. The NEC 854A NSW(CSS) may be earned. A security clearance is needed for these billets.

c. Navy Cargo Handling Battalions (NCHBs) are Navy Reserve Commissioned Units tasked with loading and off-loading all classes of cargo, except bulk petroleum. 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, and terminal operations, tactical fueling, and ordnance handling/reporting in support of worldwide Naval, Joint, interagency, and combined forces/organization. Current SELRES rotations are five years with a unit mobilization averaging once every five years.

d. Amphibious Construction Battalions (ACBs): Provides ship to shore transportation of fuel, materials, and equipment by means of barge ferry operations. ACBs construct elevated and floating causeway piers, install ship to shore fueling systems, erect medium-size portage-support camps, and provide camp support, perimeter defense, and construction support. Deployments are numerous and short-term. Each ACB has a sea and shore component. Currently, ACB1 is home ported in San Diego, CA.

e. Recruit Division Commander/Instructor: These billets are challenging leadership positions associated with the process of "Sailorization" and developing the force. Must be SCW qualified and have a history of sustained superior performance to qualify for these billets.

### 8. Acronyms:

CBC	Navy Construction Battalion Center
NCB	Naval Construction Battalion
CSFE	Center for Seabees and Facilities and Engineering
NAVFAC	Navy Facilities Engineering Command
NCG	Naval Constructions Group
NCR	Naval Construction Regiment- ISIC for 2 or 3 Battalions
NCTC	Navy Construction Training Center
NECC	Navy Expeditionary Combat Command
NFELC	Naval Facilities Expeditionary Logistics Center
NSW	Naval Special Warfare
R3C/S3C	Operations Chief for a Regiment or Battalion.
R7C/S3C	Training Chief for a Regiment or Battalion.
RAC	Reserve Assignment Coordinator (Detailer)

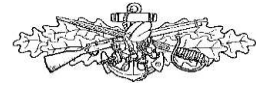
### Considerations for advancement from E6 to E7

E7 Selection Board. Highly competitive candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

- Sustained superior performance broken out amongst their peers as documented on evaluations.
- ALDC graduate.
- Documented leadership, and the results of that leadership, on the commands mission and Sailors. CM1s should seek out and request demanding jobs (listed in order of responsibility and scope starting with the most demanding) such as Region LPO or Company LPO, Detachment OIC, AOIC, or LPO, any position that normally requires a Chief Petty Officer but is being filled by a CM1 (such as QC Chief, Safety Chief, or Equipment Ops Chief), Battalion 3MC, Battalion OPS LPO, Battalion Training LPO, Battalion Embark LPO, Battalion License Examiner, Platoon Chief and Platoon LPO.



## CM CAREER PATH SELECTED RESERVE (SELRES)



- Special consideration should be given to those Sailors who have documented success in the above jobs; especially if successfully held while on deployment.
- \*Note\* Terms loosely used on evaluations such as OPS LPO or Training LPO may only reflect det, squad, or platoon level and are not of the same significance as the broader, wider, scope of the Commissioned unit, such as the above listed examples of direct leadership. Special attention should be paid to the number of Sailors led and where led (deployment/CONUS).
- For construction projects, if assigned, documented success as a project supervisor.
- For maintenance shops, if assigned, documented success as a shop supervisor.
- SCW qualified a must if assigned to a qualifying unit. Qualifying units listed above.
- EXW qualified a must if assigned to a qualifying unit. Qualifying units listed above. (This is a secondary qualification for NMCB/NCB units and not a must if assigned to those commands.)
- Documented success improving warfighting readiness for the unit should be viewed positively.
- In rate knowledge, earned Advance CM NEC and/or other CM, NCF related NECs; if possible.
- LPO or lead for the Safety or Quality Control programs.
- 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
- Mentorship and professional development of Sailors. Documented impact.
- CMEO, Career Counselor or special program leader as a collateral duty is a plus and helps break out

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

E8 Selection Board. Highly competitive candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

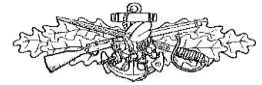
- Sustained superior performance broken out amongst their peers.
- CPO-LDC graduate.
- Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors.
- CMCs should seek out and request demanding jobs (listed in order of responsibility and scope starting with the most demanding) such as Department Head, Department Chief (Ex: Battalion/Regiment 3C (OPS LCPO), or 7C(Training LCPO)), Region/Company LCPO, Manpower Chief, Mobilization Manager, Reserve Assignment Coordinator (RAC), Region/Company Operations or Training Chief, DET OIC, DET AOIC, DET Chief, Battalion Maintenance Chief, or Unit CESE Manager.
- \*Note\* Terms loosely used on evaluations such as OPS Chief or Training Chief may only reflect det, squad, or platoon level and are not of the same significance as the broader, wider, scope of the Commissioned unit, like R3C/S3C or R7C/S7C, such as the above listed examples of direct leadership. Special attention should be paid to the job scope, number of Sailors led, and where led (deployment/CONUS).
- Primary or Collateral assignment as the Command Managed Equal Opportunity (CMEO), Career Counselor, Safety Chief, or QC Chief for the entire commissioned/organic unit shall be given the same weight as those holding DET OIC positions. Must have documented success in these positions.
- Documented success improving warfighting readiness for the unit should be viewed positively.
- 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.
- Mentorship and professional development of Sailors. Documented impact.
- Successful completion of the Senior Enlisted Academy (SEA), formal and professional education.

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

E9 Selection Board. Highly competitive candidates for selection as a Master Chief Petty Officer have met many or



## CM CAREER PATH SELECTED RESERVE (SELRES)



all of the following milestones:

- Sustained superior performance broken out amongst their peers.
- Senior Enlisted Academy graduate.
- Preference should be given to sailors who have experience at key E8 billets at operational NCF units; the NCB's or NCR's. These are typically more challenging, demanding, and arduous.
- Documented ever increasing CHALLENGING leadership roles, results of leadership on commands mission and Sailors. CMCSs should seek out and request demanding jobs (listed in order of responsibility and scope starting with the most demanding) such as SEL for a Deployed (mobilized) unit, Battalion or Regiment Operations Chief (R3C/S3C), Battalion or Regiment Training Chief (R7C/S7C), Mobilization Manager, Reserve Assignment Coordinator, NECC SEL, SEL of NCG 1 or 2 Augment, SEL of 30th or 22 NCR Augment, Manpower Chief at an NCB or NCR, Dept Head at an NCB, NCHB, or NCR, Dept Chief at an NCB, NCHB or NCR or like type unit.
- \*Note\* Terms loosely used on evaluations such as OPS Chief or Training Chief may only reflect det, squad, or platoon level and are not of the same significance as the broader, wider, scope of the Commissioned unit, like R3C/S3C or R7C/S7C, such as the above listed examples of direct leadership. Special attention should be paid to the job scope, number of Sailors led, and where led (deployment)
- Excelling at multiple commands, didn't stay in comfort zone.
- Documented success improving warfighting readiness for the unit should be viewed positively.
- Earning additional special qualifications when available.
- 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.
- Mentorship and professional development of Sailors. Documented impact.
- EJPME
- CMEO, Career Counselor or special program leader as a collateral duty is a plus and helps break out.
- Involvement in committees or boards that help in development of Sailors and/or your community.

### **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)