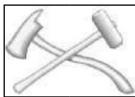


**DC CAREER PATH**  
**SELECTED RESERVE (SELRES)**



Damage Control (DC) personnel are technicians that perform maintenance and repair of damage control equipment and systems; plans, supervise, and perform tasks necessary for damage control, ships stability, preservation of watertight integrity, fire fighting, chemical, biological and radiological warfare defense; instructs and coordinates damage control parties; instructs the technique of damage control, chemical, biological, and radiological defense, and prepares records and reports.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	DCCM	21 Yrs	CSEL	N/A	Billet: CSEL, Regional SEL, National SEL, Unit SEL, Dept. Head. Duty: Exp Maint Det, Surge Main, ATG, SRF, OPS Support, ACU, LCS, CNSG Qualification: SW, MTS, SEA, Journeyman
23-26	DCCM DCCS	21 Yrs 16.5	CSEL	N/A	Billet: CSEL, Regional SEL, Unit SEL, Dept. Head, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: Exp Maint DET, SurgeMain, ATG, SRF, OPS Support, ACU, LCS, CNSG Qualification: SW, MTS, SEA, U46A (Prgm. Mgr)
20-23	DCCM DCCS DCC	21 Yrs 16.5 12	CSEL, LDO, CWO	N/A	Billet: CSEL, Regional SEL, Unit SEL, Dept. Head, LCPO, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: Exp Maint Det, Surge Main, ATG, SRF, OPS Support, ACU, LCS, CNSG Qualification: SW, MTS, SEA, 756B (CBR), 805A (Instructor), U46A (Prgm. Mgr), DCTT, 833A (Dis. Prep)
16-20	DCCS DCC DC1	16.5 Yrs 12 8.5	LDO, CWO, CSEL	N/A	Billet: CSEL, Unit SEL, LCPO, LPO, Regional Staff, Shop Task Manager, NROWS UA, Instructor, CCC. Duty: Exp Maint Det, Surge Main, ATG, SRF, OPS Support, ACU, LCS, CNSG Qualification: SW, SEA, MTS, 756B (CBR), 805A (Instructor), U46A (Prgm. Mgr), DCTT, 833A (Disaster Preparedness Operations and Training Specialist)



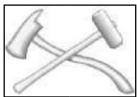
**DC CAREER PATH**  
**SELECTED RESERVE (SELRES)**



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
12-16	DCC DC1 DC2	12 Yrs 8.5 4.5	LDO, CWO	N/A	Billet: Unit SEL, LCPO, LPO, WCS, CCC, Instructor, Duty: Exp Maint Det, Surge Main, ATG, SRF, OPS Support, ACU, LCS, CNSG Qualification: SW, MTS, 756B (CBR), 805A (Instructor), DCTT
4-12	DC1 DC2 DC3	8.5 Yrs 4.5 2	STA-21, OCS, Naval Academy, LDO	N/A	Billet: LPO, WCS, Instructor, Craftsman, Operations. Duty: Exp Maint Det, SurgeMain, ATG, SRF, OPS Support, ACU, LCS, CNSG Qualification: SW, 756B (CBR), Craftsman, Gas Free Petty Officer, 805A (Instructor)
1-4	DC2 DC3	4.5 Yrs 2	STA-21, OCS, Naval Academy	N/A	Billet: WCS, Craftsman, Operations. Duty: Exp Maint Det, Surge Main, ATG, SRF, OPS Support, ACU, LCS, CNSG Qualification: Basic DC, SW, 756B (CBR), Craftsman, 3M Maint Person
1+-	DC3 DCFN DCFA Accession Training	30 Months 18 Months 9 Months			Recruit Training and all schools required to be completed prior to reporting to their first operational command.

Notes:

1. “A” School is not required for this rating.
2. “C” School / NEC’s are only required for certain Reserve billets, but are career enhancing.
3. Warfare devices are not required for Reservists; but if obtainable, they are career enhancing.
4. Rating NECs:
  - a. 756B - Shipboard Chemical, Biological and Radiological-Defense (CBR-D) Operations and Training Specialist
  - b. U46A - Senior Enlisted Damage Control Program Management and Training Specialist
  - c. 833A - Disaster Preparedness Operations and Training Specialist



**DC CAREER PATH**  
**SELECTED RESERVE (SELRES)**



NEC Notes:

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

5. Within SurgeMain all regional/national positions are screened billets and with documented impact should be considered a plus.

6. Performance and rating knowledge are the foundations on which we advance. Whatever command you are assigned, you will need to ensure you are FULLY QUALIFIED, influencing others to be successful, positively impacting the command, and above all showing SUSTAINED SUPERIOR PERFORMANCE.

7. In addition to your performance, you must be able to transcribe your accomplishments on your evaluation so members of the Selection Boards (different rates) can understand clearly what it is you and your Sailors have done. It is crucial that you clearly explain how you meet/exceed the Selection Board Precepts and Convening Order.

8. Education and Professional Development. You must consider the completion of professional military or advanced civilian education while it is offered. Professional Military Education entails Primary Professional Military Education (PPME), Enlisted Joint Professional Military Education (EJPME) I/II, USMAP and enlisted leadership development courses through the Enlisted Leader Development Continuum (ELDC).

Considerations for advancement from E6 to E7

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

- A best and most fully qualified should have experience in leadership as an LPO, DLPO, or Mission Supervisor with documented impact
- Command collateral duties with documented impact (e.g., Command Fitness Leader (CFL), Unit Command Career Counselor (UCCC), etc.)
- Warfare qualified (based on opportunity/assignment/mobilization)
- 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 and Regional assignments while in SELRES status are career enhancing as well as strong performance in challenging command or competency level collaterals and other qualifications that support the command mission
- Other highly favorable milestones are being awarded SOY, SOQ and the Military Outstanding Volunteer Service Medal (MOVSM).
- Completed Primary Professional Military Education (PPME)
- Completion of USMAP or NAMTS should be considered a plus
- Advanced Leader Development Course Completion

Considerations for advancement from E7 to E8

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



**DC CAREER PATH**  
**SELECTED RESERVE (SELRES)**



NOTE: Chief Petty Officer Leader Development Course (CPO-LDC) is a requirement for advancement to E-8.

- A best and most fully qualified should have experience as a Unit LCPO, DLCPO, Unit SEL, Department Head or Competency SEL
- Warfare qualified (based on opportunity/assignment/mobilization)
- Completed the PPME/Joint Professional Military Education (JPME)
- Regional and National assignments while in SELRES status are career enhancing as well as strong performance in challenging command or competency level collaterals and other qualifications that support the command mission
- DC Rating involvement (Selection board participation, AERR participation, rating review, etc.)
- 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
- CPO Leader Development Course Completion.
- Enlisted Leader Development Facilitator with documented impact is a plus.

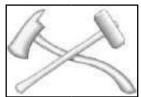
Considerations for advancement from E8 to E9

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

- A best and most fully qualified DCCM should have experience as a Unit SEL, Department Head, Competency SEL or CSC.
- Completed the PPME/JPME
- Regional and National assignments while in SELRES status are career enhancing as well as strong performance in challenging command or competency level collaterals and other qualifications that support the command mission
- Warfare qualified (based on opportunity/assignment/mobilization)
- DC Rating involvement (Selection board participation, AERR participation, rating review, etc.)
- 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
- Graduate of Senior Enlisted Academy or other Service Equivalent
- Regional or National leadership position in a Navy Reserve Program or Command
- Enlisted Leader Development Facilitator with documented impact is a plus

9. Acronyms:

ACU	Assault Craft Unit
ATFP	Antiterrorism Force Protection
ATG	Afloat Training Group
CNSG	Commander Naval Surface Group
LCS	Littoral Combat Ship



**DC CAREER PATH**  
**SELECTED RESERVE (SELRES)**



MTS	Military Training Specialist
NROWS UA	Navy Reserve Order Writing System Unit Administrator
OSL NSYD	On-site Leader Naval Shipyard
SEL	Senior Enlisted Leader
SRF	Ship Repair Facility
WCS	Work Center Supervisor

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](#)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](#)