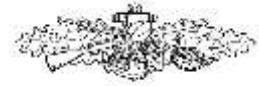
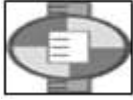


EA CAREER PATH SELECTED RESERVE (SELRES)

Engineering Aide (EA): Assist construction engineers in developing final construction plans. They conduct land surveys; prepare maps, sketches, drawings and blueprints; perform quality assurance tests on common construction materials such as soils, concrete and bituminous paving; and perform other engineering technician functions. Construction skills performed include: conducting construction site surveys for roads, airfields, pipelines, ditches, buildings, drainage structures and waterfront construction; preparing architectural, mechanical, electrical, hydrographic, topographic maps, and triangulation drawings; computing the volume of bulk materials (concrete, bituminous mixtures, and earthwork) from drawings and specifications; operating and maintaining various types of precision surveying and laboratory test instruments and equipment; designing grading and drainage systems; conducting quality control inspections for all types of construction projects; preparing equipment, manpower, and material estimates from drawings and specifications; prepares project network analysis, charts and graphs. Combat skills performed include: embarkation via airlift/sealift; Chemical, biological, and radiological (CBR) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT); performing camp security (e.g. guard duty, obstacle construction, observation posts and 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
29-30	CBCM	20.8 Yrs	CSEL	N/A	Subsequent Tours.
25-29	CBCM CUCS	20.8 Yrs 17	CSEL	8LDC, 8SEA	Billet: SEL/SEA, Region/Company Chief, Operations LCPO R3C/S3C, Training LCPO R3C/R7C Manpower Chief, RAC, Mob Manager, Department. Chief Duty: NCB, NCR, NCG, NFELC, NAVFAC, NCHB
22-25	CBCM CUCS EAC	20.8 Yrs 17 15.6	CSEL	8LDC, 8SEA	Billet: SEL/SEA, Operations LCPO R3C/S3C, Training LCPO R7C/S7C, Region/Company Chief, Manpower Chief, RAC, Mob Manager, Department Chief. Duty: NCB, NCR, NCG, NFELC, NAVFAC, NCHB
18-22	CBCM CUCS EAC EA1	20.8 Yrs 17 15.6 11	LDO, OCS, MECP, Equal Opportunity Advisor	833A, B00A, B01A, B15A, B22A	Billet: Operations Staff, Training Staff, Department LCPO, Region Chief, Platoon Chief, Manpower Chief, RAC, Mob Manager, Department Chief. Duty: NCB, NCR, NCG, NFELC, NAVFAC, NCHB
15-18	CUCS EAC EA1	17 Yrs 15.6 11	LDO, OCS, MECP, Equal Opportunity Advisor	833A, B00A, B01A, B15A, B22A	Billet: Project Manager, Platoon CPO, Detachment OIC/AOIC, Company Ops Chief, QC Chief Duty: NCB, NCR, NCG, NFELC, NAVFAC, NCHB



EA CAREER PATH SELECTED RESERVE (SELRES)

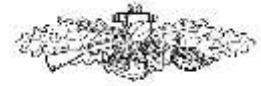
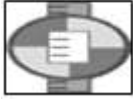
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	POSSIBLE NECs	TYPICAL CAREER PATH DEVELOPMENT
11-15	EAC EA1 EA2	15.6 Yrs 11 6	LDO, OCS, MECP, Equal Opportunity Advisor	833A, B00A, B01A, B15A, B22A	Billet: Engineering Aide, Region/Company LPO, DETACHMENT OIC/AOIC/LPO, Safety/QC Specialist Duty: NCB, NCR, NCG, NECC
7-11	EA1 EA2	11 Yrs 6	LDO, OCS, MECP, STA21	833A, B00A, B01A, B15A, B22A	Billet: Engineering Aide: SME, LPO, DETACHMENT AOIC, Quality Control, Safety, Training, OPS, or Shop Supervisor. Duty: NCB, NCR, NCG, NAVFAC
3-7	EA2 EA3	6 Yrs 30 Months	STA-21, OCS, MECP	B01A	Billet: Engineering Aid, Survey Crew Leader/Planner Duty: NCB, NCR, NCG, ACB Qualification: SCWS/EXW
1-3	EA3	30 Months		N/A	Billet: Basic trades Duty: NMCB, NCR, ACB
1+/-	EACN EACA 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. SEABEE NECs: 804G Expeditionary Combat Skills, 811A 3MC, 830A HAZMAT Control Tech, 833A Disaster Prep Op and Training, B00A Construction Inspector, B01A EA Advanced, B15A Planning and Estimating, B22A Safety Inspector.

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.



EA CAREER PATH SELECTED RESERVE (SELRES)

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), Navy Expeditionary Logistics Units, and Naval Special Warfare (NSW).

7. Challenging Assignments:

a. Naval Construction Battalions (NCBs): NCBs (Previously NMCBs) provide advanced base construction 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. 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.

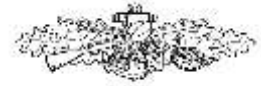
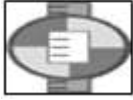
8. Acronyms:

CBC	Navy Construction Battalion Center
NCB	Naval Construction Battalion*
CSFE	Center for Seabees and Facilities 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 Logistical Support Unit
R3C/S3C	Operations Chief for Regiment or Battalion
R7C/S3C	Training Chief for 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. EA1s 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 EA1 (such as QC Chief or Safety Chief), Battalion OPS LPO, Battalion Training LPO, Platoon Chief and Platoon LPO. Special consideration



EA CAREER PATH SELECTED RESERVE (SELRES)

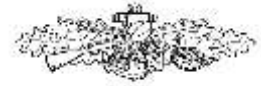
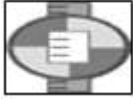
should be given to those sailors who have documented success in the above jobs; especially if successfully held while on deployment.

- *Note* Terms loosely used on evaluations such as OPS LPO or Training LPO may only reflect Detachment, 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).
- For construction projects, if assigned, documented success as a project 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.)
- Documented success improving warfighting readiness for the unit should be viewed positively.
- In rate knowledge, earned Advance EA NEC and/or 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.
- CMEQ, 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. EACs should seek out and request demanding jobs (listed in order of responsibility and scope starting with the most demanding) such as 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, DETACHMENT OIC, DETACHMENT AOIC, or DETACHMENT Chief.
- *Note* Terms loosely used on evaluations such as OPS Chief or Training Chief may only reflect Detachment, 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).
- Primary or Collateral assignment as the Command Managed Equal Opportunity (CMEQ), Career Counselor, Safety Chief, or QC Chief for the entire commissioned/organic unit shall be given the same weight as those holding DETACHMENT OIC positions. Must have documented success in these positions.
- Excelling at multiple commands, didn't stay in comfort zone.
- 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.



EA CAREER PATH SELECTED RESERVE (SELRES)

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 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. UTCS's 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, NCB or NCR Operations Chief, NCB or NCR Training Chief, Mobilization Manager, Reserve Assignment Coordinator, NECC SEL, SEL of NCG 1 or 2, SEL of 30th or 22 NCR Augment, Manpower Chief at an NCB or NCR, Department Head at an NCB, or NCR, Department Chief at an NCB, or NCR.
- *Note* Terms loosely used on evals 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)