



EN CAREER PATH
SELECTED RESERVE (SELRES)



Engineman (EN) duties include aligning fuel, water, and air piping systems and control operation of diesel engines used for ship propulsion, to propel small craft and to generate electrical power; cleaning, lubricating, adjusting, testing and performing other preventive maintenance on diesel engines, reduction gears, air compressors, hydraulic or pneumatic clutches, steering engines and controllable pitch propeller systems; repairing or replacing valves, pumps, compressors, heat exchangers and control devices used with diesel engines and gas turbines; making entries into and analyzing machinery operating records and reports.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	ENCM	22.5 Yrs	CSEL, Diesel Engine Inspector (DEI)	N/A	Billet: CSEL, Regional SEL, National SEL Duty: PHIB, ACU, LCSRON, MSRON, NSYD, RMC, NSW, NCHB, SRF Qualification: DEI, Journeyman
24-28	ENCM ENCS	22.5 Yrs 19.2	CMDCM, CSEL, Diesel Engine Inspector (DEI)	N/A	Billet: CSEL, Regional Staff, National Staff, OSL NSYD, Task Manager, SHIPSUP, FSO Duty: PHIB, ACU, LCSRON, MSRON, NSYD, RMC, NSW, NCHB, SRF Qualification: Prop Plant Mgr (U16A NEC), DEI, EXW
21-24	ENCM ENCS	22.5 Yrs 19.2	CMDCS/CMDCM, CSEL, Diesel Engine Inspector (DEI)	N/A	Billet: Dept LCPO, 3MC, Regional Staff, National Staff, OSL NSYD, SHIPSUP, FSO, Task Manager Duty: PHIB, ACU, LCSRON, MSRON, NSYD, RMC, NSW, NCHB, SRF Qualification: DEI, MTS.
17-21	ENCS ENC	19.2 Yrs 15.4	CWO, CSEL, Diesel Engine Inspector (DEI)	N/A	Billet: Dept LCPO, 3MC, Regional Staff, Unit SEL, Shop Task Manager, SHIPSUP, FSO, NROWS UA Duty: PHIB, ACU, LCSRON, MSRON, NSYD, RMC, NSW, NCHB, SRF Qualification: Prop Plant Mgr (U16A NEC), EXW, ESWS, EAWS, EOOW, ETT Coord., Diesel Engine Sys. Manager (Job Code: 3102), DEI.
14-17	ENC EN1	15.4 Yrs 10.9	LDO, CWO, Diesel Engine Inspector (DEI)	N/A	Billet: LCPO, LPO, STC Mentor Duty: PHIB, ACU, LCSRON, MSRON, NSYD, RMC, NSW, NCHB, SRF Qualification: ATS, MTS, Diesel Engine Sys. Manager (Job Code: 3102), DEI.



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9-14	EN1 EN2	10.9 Yrs 4.2	STA-21, OCS, LDO	N/A	Billet: Maintenance Tech. Duty: PHIB, ACU, LCSRON, MSRON, NSYD, RMC, NSW, NCHB, SRF Qualification: MTS, ATS, Diesel Engine Sys. Technician (Job Code: 003179).
6-9	EN2 EN3	4.2 Yrs 2.5	STA-21, OCS	N/A	Billet: Maintenance Technician Duty: PHIB, ACU, LCSRON, MSRON, NSYD, RMC, NSW, NCHB Qualification: WCS, ESWS, Diesel Engine Sys. Maintainer (Job Code: 003653), Diesel Engine Sys. Technician (Job Code: 003179).
1-6	EN2 EN3	4.2 Yrs 2.5	STA-21, OCS, USNA	N/A	Billet: Maintenance Tech. Duty: PHIB, ACU, LCSRON, MSRON, NSYD, RMC, NSW, NCHB Qualification: WCS, ESWS, Diesel Engine Sys. Maintainer (Job Code: 003653).
1+/-	ENFN ENFA Accession Training	30 Months 18 Months 9 Months			Recruit Training, "A" and "C" schools.

Notes:

1. "A" School is not required for this rating.
2. This is not a compressed rating.
3. EN are not required to hold a security clearance; however, there may be certain billets that require a clearance.
4. EN's shall show diversity in billets throughout their careers to include: Sea, Shore and Expeditionary Commands. Members staying in one unit for longer than a 5-year tour should be looked upon as a negative detractor.
5. Rating NECs:
 - U20A - PAXMAN Valenta Diesel Engine Operator
 - 780B - Cummins Diesel Engines Technician
 - 744B - Caterpillar Diesel Technician
 - U21A - Caterpillar Electronically Controlled Engine Technician
 - U22A - MTU 2000 Series Diesel Engine Technician
 - 745B - ALCO (251C) and General Motors EMD (645) Diesel Engine Technician
 - 747B - Diesel Engine Inspector
 - U23A - MCM Propulsion Technician
 - U24A - Fairbanks Morse (38D 8-1/8) and Colt Pielstick (PC2.5V) Diesel Engine Technician
 - U25A - LSD-41/49 Class Advanced Engineering Control System-Machinery Control System (AECS-MCS) Propulsion Systems Technician



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U26A - NAMTS Diesel Engine, Governor, and Injector Repair Technician
U27A - 16V146TI Diesel Engine/Waste Heat System Technician
U29A - Causeway Lighterage Engineer

NEC Notes:

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

Considerations for advancement from E6 to E7

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

- 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 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
- Graduate of Advanced Leader Development Course.

Considerations for advancement from E7 to E8

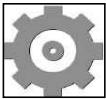
Highly competitive candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Warfare qualified (based on opportunity/assignment/mobilization)
- 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.
- Unit SEL/DLCPO of large command
- Company Chief
- CSEL Billet
- A best and most qualified spends AT in leadership or supervisory positions leading junior Sailors and mentoring Junior Officers
- Graduate of the CPO Leader Development Course.

Considerations for advancement from E8 to E9

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

- Warfare qualified (based on opportunity/assignment/mobilization)
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.



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- 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
- Battalion Staff Code Positions
- CSEL Billet
- Regional or National position in a Navy Reserve Program or Command
- Graduate of Senior Enlisted Academy or other Service Equivalent
- Leadership or supervisory positions leading Chiefs, training Sailors and Junior Officers, or in management positions in exercises

Acronyms:

ACU	Assault Craft Unit
ALDC	Advanced Leadership Development Course
CMDCM	Command Master Chief
CMDCS	Command Senior Chief
CPO-LDC	Chief Petty Officer Leadership Development Course
CWO	Chief Warrant Officer
DEI	Diesel Engine Inspector
FLDC	Foundational Leadership Development Course
FSO	Fire Safety Officer
ILDC	Intermediate Leadership Development Course
LCSRON	Littoral Combat Ship Squadron
LDO	Limited Duty Officer
MSC	Military Sealift Command
MSRON	Maritime Expeditionary Security Squadron
NCHB	Navy Cargo Handling Battalion
NROWS UA	Navy Reserve Order Writing System Unit Administrator
NSW	Naval Special Warfare
NSYD	Naval Shipyard
OSL NSYD	On-site Leader Naval Shipyard
PHIB	Amphibious Construction Battalion
RMC	Regional Maintenance Center
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
SHIPSUP	Ship Superintendent
SRF	Ship Repair Facility
USNA	United States Naval Academy
WCS	Work Center Supervisor

Commissioning/Other Special Programs:

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