

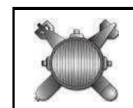
EOD CAREER PATH SELECTED RESERVE (SELRES)

Explosive Ordnance Disposal Technician (EOD), reserve component, supports tactical and operational expeditionary missions to include mine countermeasures, surface and underwater post-blast investigations, special operations forces targeting, electronic and forensic exploitation, and technical intelligence reach-back functions. Reserve EOD maintains a limited capability to conduct operations to include: location and identification of foreign and domestic ordnance including conventional, chemical, biological, nuclear, underwater, and improvised explosive devices enabling access during military operations in support of Carrier and Expeditionary Strike Groups, Mine Countermeasures, Naval Special Warfare, and Army Special Forces. Performs location and identification of Weapons of Mass Destruction (WMD) and Improvised WMD. Provides training and assistance for military, federal, state, and local civilian law enforcement agencies in ordnance related Anti-Terrorism/Force Protection procedures. Operates, maintains, and repairs specialized EOD and combat equipment. Maintains required forms, records, correspondence, and files. Duties include performing open and closed circuit SCUBA diving, explosive demolitions, parachuting, tactical delivery, and extractions by unconventional insertion methods, and small arms proficiency.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	INACTIVE /ACTIVE ORDERS	TYPICAL CAREER PATH DEVELOPMENT
25-30	EODCM	22.5 Yrs	CSEL	N/A	Billet: Master EOD technician Duty: NR EXU-1, NSW Qualification: Exploitation Specialist, Senior Enlisted Academy
21-24	EODC M EODC S	22.5 Yrs 20.5	CSEL	60 / 12	Billet: Master EOD technician Duty: NR EXU-1, NSW Qualification: Exploitation Specialist, Senior Enlisted Academy
17-21	EODCS EODC	20.5 Yrs 13.4	CWO (non-EOD), CSEL	60 / 12	Billet: Senior EOD, Master EOD technician Duty: NR EXU-1, NSW Qualification: Exploitation Specialist, Senior Enlisted Academy
14-17	EODC EOD1	13.4 Yrs 7.4	CWO (non-EOD), CSEL	60 / 12	Billet: Senior EOD, Master EOD technician Duty: NR EXU-1, NSW Qualification: Exploitation Specialist, Senior Enlisted Academy
11-14	EODC EOD1	13.4 Yrs 7.4	OCS (non-EOD), LDO (non-EOD)	60 / 12	Billet: Senior EOD, Master EOD technician Duty: NR EXU-1, NSW Qualification: Exploitation Specialist, Senior Enlisted Academy
A TYPICAL SELRES EOD WILL HAVE COMPLETED 6-10 YEARS OF ACTIVE DUTY AS OUTLINED BELOW PRIOR TO TRANSFERRING TO THE NAVY RESERVES. THE REST OF THIS CAREER PATH IS SPECIFIC TO THE MEMBER'S RESERVE CAREER.					
7-11 AC-RC affiliates only	EOD1 EOD2	7.4 Yrs 6.2	STA-21 (non-EOD), OCS (non-EOD), LDO (non-EOD)	60 / 12	Billet: Senior EOD, Master EOD technician Duty: EODMU, TEU, NR EXU-1, NSW Qualification: Exploitation Specialist
2-7	EOD1 EOD2	7.4 Yrs 6.2	STA-21 (non-EOD), OCS (non-EOD), Naval Academy (non-EOD)	N/A	Billet: Senior EOD, Master EOD technician Duty: EODMU, EXU, TEU Qualification: Exploitation Specialist
1-2	EOD3 EODSN EODSA	2 Yrs 10 Mths			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.



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Notes:

1. EOD Navy Enlisted Classifications (NECs):

The EOD rating has three primary Navy Enlisted Classification (NEC) codes (M02A/M03A/M04A) which are required for advancement and signify an increased level of knowledge and responsibility, similar to the Navy's apprentice, journeyman, and master skill designations used to describe other technical rates.

PRI NECs	LONG TITLE	AWARDING CRITERIA	AMPLIFYING INFORMATION
M02A	Basic EOD Technician	Awarded on graduation from EOD "A" School	EOD Technicians cannot affiliate or be a member of the EOD SELRES community as a Basic EOD Technician.
M03A	Senior EOD Technician	Must be M02A, complete PQS, and pass qualification board	IAW COMNECC Instruction 1414.2 (series), this qualification must be obtained within 30 months of reporting to a member's first EOD command.
M04A	Master EOD Technician	Must be M03A, complete PQS, and pass qualification board	

The EOD rating has secondary NECs described in the Navy Enlisted Manpower and Personnel Classifications and Occupations Standards (NEOCS) manual. The M05A secondary NEC is a prerequisite for advancement within the SELRES EOD career path.

SEC NECs	LONG TITLE	AWARDING CRITERIA	AMPLIFYING INFORMATION
M05A	EOD Exploitation Specialist	This NEC is NOT superior to M04A. Earned through training at EOD Exploitation Unit ONE.	M05A can only be obtained if a M03A/M04A is assigned to Naval Surface Warfare Center Indian Head Explosive Ordnance Disposal Technology Division Expeditionary Exploitation Unit ONE (NSWC IHEODTD EXU-1). NEC is earned upon completion of a Technical Exploitation Platoon (TXP) or Advanced Exploitation Platoon (AXP) Optimized Fleet Response Plan (OFRP).

In 2022, EOD established Career Leadership Milestone tracking NECs to denote completion of leadership milestone tours within EOD commands. These NECs are awarded only after the successful completion of leadership milestone tours completed by a member during their time from active duty prior to affiliation with SELRES. The table below lists the EOD Career Milestone NECs.

NOTE: Minimum time in milestone is not the only determinate of Milestone Completion. The member must be explicitly indicated as "Milestone Complete" by NEC, Performance Evaluation, or MFR.

LEADERSHIP MILESTONE NECs	LONG TITLE	AWARDING CRITERIA
M04L	EOD Platoon LPO	18 months as Leading Petty Officer (LPO at sea or shore)
M04P	EOD Platoon LCPO	Full Optimized Fleet Response Plan (OFRP) as Platoon LCPO
	Task Element LCPO	Full JORT Cycle as Task Element LCPO at NSWDG EOD SQN
M04C	EOD Company	20 months as EOD Company LCPO
	EOD DEPT LCPO	20 months as N3 or N7 DEPT LCPO
	EOD Troop LCPO	16 months as EOD Troop LCPO at NSWDG EOD SQN
	EOD DEPT LCPO	16 months as DEPT LCPO at NSWDG EOD SQN
M04M	EOD CSEL	8CMC qualified and has served in CSEL capacity

The board **MUST** consider a SELRES member to be milestone complete if the member has any of the associated leadership milestone NECs from their previous active duty career. Paragraphs 2, 3, and 4 detail where in the SELRES career path these NECs fulfill leadership milestones. If a SELRES member does not have a leadership milestone NEC from their previous active duty career then the milestone for each SELRES member is laid out in paragraphs 2, 3, and 4.



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2. Considerations for determining fully and best qualified for advancement from E6 to E7

- a. **MUST** successfully complete a mobilization prior to advancement to the next paygrade.
 - (1) **SHOULD** complete a deployment during mobilization to be considered “BEST QUALIFIED.”
- b. **MUST** be qualified as a M03A OR M04A, AND M05A (Exploitation Specialist).
- c. **MUST** successfully complete Advanced Leader Development Course (ALDC).
- d. **MUST** successfully complete a full TXP/AXP OFRP as LPO **OR** 12 months of Active Orders as a LPO **OR** 24 months of Inactive Orders as a LPO.
 - (1) **SHOULD** have completed both active and inactive orders as a LPO to be considered BEST QUALIFIED.
 - (2) The time between the evaluation end date and date of the promotion board should be added to the calculation for the time successfully served in the milestone position.
 - (3) Active Duty Orders can be any combination of mobilization, ADOS, or ADT. Regardless of the type of orders, the milestone position needs to total 12 months of Active Duty time.
 - (4) Successful completion is defined by the member earning a good performance mark on their evaluation as LPO and meeting one of the leadership requirements (full TXP/AXP OFRP OR 12 months active OR 24 months inactive).
 - (5) SELRES members with a M04L leadership milestone NEC from their previous active duty career must be considered FULLY and BEST QUALIFIED for this consideration.

3. Considerations for determining fully and best qualified for advancement from E7 to E8

- a. **MUST** successfully complete a mobilization prior to advancement to the next paygrade.
 - (1) **SHOULD** complete a deployment during mobilization to be considered “BEST QUALIFIED.”
- b. **MUST** be qualified as a M04A AND M05A (Exploitation Specialist)
- c. **MUST** successfully complete Chief Petty Officer Leader Development Course (CPO-LDC).
- d. **MUST** successfully complete a full TXP/AXP OFRP as LCPO **OR** 12 months of Active Orders as a LCPO, **AND** 24 months of Inactive Orders as a LCPO
 - (1) The time between the evaluation end date and date of the promotion board should be added to the calculation for the time successfully served in the milestone position.
 - (2) Active Duty Orders can be any combination of mobilization, ADOS, or ADT. Regardless of the type of orders, the milestone position needs to total 12 months of Active Duty time.
 - (3) Successful completion is defined by the member earning a good performance mark on their evaluation as an LCPO and meeting both aspects of the leadership milestone requirement. Member must complete 24 months of inactive orders as LCPO. They must also complete either a full TXP/AXP OFRP as LCPO or a set of 12 month active orders as LCPO.
 - (4) SELRES members with a M04P leadership milestone NEC from their previous active duty career must be considered FULLY and BEST QUALIFIED for this consideration.

4. Considerations for determining fully and best qualified for advancement from E8 to E9



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NOTE: Starting in Fiscal Year (FY) 2026, all U.S. Navy Active Duty, Training and Administration of the Reserves and Selected Reserve SCPOs will be required to complete the SEA in Newport, Rhode Island, or attend either the Air Force Senior Noncommissioned Officer Academy, Marine Corps Senior Enlisted Academy, Coast Guard Senior Enlisted Leadership Course, Army Sergeants Major Academy, or the Joint Special Operations Forces Senior Enlisted Academy in order to be eligible for advancement to MCPO.

- a. **MUST** successfully complete 24 month tour as Command Senior Enlisted Leader (CSEL).
 - (1) SELRES members with a M04C leadership milestone NEC from their previous active duty career must be considered FULLY and BEST QUALIFIED for this consideration.
- b. **MUST** be qualified as a M04A AND M05A (Exploitation Specialist).
- c. **MUST** successfully complete Navy Senior Enlisted Academy (SEA) or other SEA programs.
- d. **SHOULD** successfully complete Command Navy Leader Development Facilitator Certification Course (C-NLDF) to be considered “BEST QUALIFIED.”
- e. **SHOULD** successfully complete a mobilization to be considered “BEST QUALIFIED.” A deployment during mobilization should be looked upon favorably.

5. SELRES EOD Tours (Not In Priority Order)

- a. Navy Reserve Explosive Ordnance Disposal Technology Division Expeditionary Exploitation Unit ONE (NR EXU-1)
- b. Naval Special Warfare
- c. Other RESFOR Command