



## FC CAREER PATH SELECTED RESERVE (SELRES)



Fire Controlmen (FC) are technicians responsible for the operation, maintenance, testing, troubleshooting and repair of: RADARs, computers, networks, data display systems and integrated weapon system components. Fire Controlmen are knowledgeable in basic electricity/electronics, digital fundamentals, synchros, servos, RADAR principals, the fire control problem, gun ballistics, missile systems and computer fundamentals. FCs serve on most classes of surface ships and are trained in maintenance and operation of variety of weapon systems.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	FCCM	20.1 Yrs	CSEL	N/A	<u>Billet:</u> OIC, CSEL, Training Manager, AOIC, Regional SEL, National SEL, Program Manager <u>Duty:</u> CNSG, MSRON, LCS, NSW, MESG, NAVSEA, NAVWAR, SUBGRU, TYCOM Staff, Echelon I, II, III or IV Staff Support Unit. <u>Qualification:</u> CDO, Regional CMC/ CSC, 3MC, BWC, TSC, ABWC
24-28	FCCM FCCS	20.1 Yrs 17.8	CSEL	N/A	<u>Billet:</u> 3-M System Coordinator, CSEL/CSSE, UMS/UUV Liaison, Fire Control Administrator, Lead Instructor <u>Duty:</u> CNSG, MSRON, LCS, NSW, MESG, NAVSEA, NAVWAR, TYCOM Staff, SUBGRU, Echelon I, II, III or IV Staff Support Unit. <u>Qualification:</u> CDO, Regional CMC/ CSC, 3MC, BWC, TSC, ABWC, LAC
21-24	FCCM FCCS FCC	20.1 Yrs 17.8 13.5	CSEL, CWO	N/A	<u>Billet:</u> SEA/SEL, Det. LCPO, 3MC, Fire Control Administrator, Training Supervisor, Program Manager, Weapons Admin, Lead Instructor, Combat System Development / Test / Evaluation. <u>Duty:</u> CNSG, MSRON, LCS, NSW, NAVSEA, NAVWAR, TYCOM Staff, Echelon I, II, III or IV Staff Support Unit. <u>Qualification:</u> TSC, CDO, Warfare Coordinator, Program Recruiter, AT Training Supervisor, SUBGRU, CDO, ABWC, EXP Comms WO, MOC Watch Officer, Qual/Cert (TL, QA/SO, Board Member), Fleet/CCSG LAC.
17-21	FCCS FCC FC1	17.8 Yrs 13.5 8.5	CWO, CSEL	N/A	<u>Billet:</u> CSEL, Dept LCPO, CSSE, Regional Staff, Unit SEL, Shop Task Manager, COP Manager, Logistics Support Supervisor, Fire Control Administrator, Battle Watch Captain, ROC Watch Supervisor, MOC Watch Supervisor, LAC <u>Duty:</u> COMLCRON, MSRON, MESG, Fleet Staff, Strike Group Staff, CNSG, NSA, SUBGRU, Region Staff, LCS, NMC, TTGP, TTGL, EWTGP, EWTGL, NAVSEA, NAVWAR, SMWDC <u>Qualification:</u> MOC Watch Officer, Warfare Coordinator, LAC, TSC, ITT Member, CSTT Leader, CDO/SDO, Fleet TSM, ABWC, DBM, CSRO, Boarding Officer, MOC Watch Officer, COP Manager, MAAP TLAM Tech, Qual/Cert (TL, QA/SO, Board Member)



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
14-17	FCCS FCC FC1	17.8 Yrs 13.5 8.3	CWO, CSEL	N/A	<u>Billet:</u> CSEL, Det. LCPO, LPO, Regional/Unit SEL, Shop Task Supervisor, COP Manager, Logistics Support Tech, ROC Watchstander, COP Operator, MDS Operator Explosive Fills Logistics Officer, Explosive Materials Verification Officer, Electronic Systems Operator <u>Duty:</u> COMLCSRON MSRON, SUBGRU, CNSG, TTGP/L, EWTGP, EWTGL, NAVSEA, NAVWAR, RSC, CSG <u>Qualification:</u> ECO, ATS, MTS, ACDO, Course Facilitator, DBM, ABWC, CDO/SDO, Section Leader, Qual/Cert (TL, QA/SO, Board Member), MOC Watch Officer, COP Manager, UMS/UUV/UAV/USV Operator
9-14	FCC FC1 FC2	13.5 Yrs 8.5 3.9	STA-21, OCS, LDO	N/A	<u>Billet:</u> LPO, N-Code LCPO/LPO, LCPO, STC Mentor, Work Center Supervisor, Logistics Support Tech, ROC Watchstander, COP Operator, MDS Operator Explosive Fills Logistics Officer, Explosive Materials Verification Officer. <u>Duty:</u> Region Staff, Fleet Staff, SUBGRU, LCSRON MSRON, CSG, NAVSEA, NAVWAR, MSC, TTGP/L, EWTGP/L, STSCS, MWDC, RSC <u>Qualification:</u> AECO, Training Team Member/Leader, LAC, ABWC, ABO, QASO Member, Warfare Coordinator, Duty Section Leader, MOC Watchstander, UMS/UAV/UUV Operator, <u>Strategic Watchfloor</u>
6-9	FC1 FC2	8.5 Yrs 3.9	STA-21, OCS, LDO	N/A	<u>Billet:</u> Work Center Supervisor, Maintenance Tech, Logistics Support Tech, N-Code ALPO. <u>Duty:</u> SUBGRU, LCSRON, LCS SDG, NMC, LCS EVT/FTW, NAVWAR, Fleet Staff, Region Staff. MSRON, MESG, NELR, SMWDC, SCSTC NAVSEA, NAVWAR, ACU, RSC <u>Qualification:</u> CSOOW, Warfare Coordinator, MDS Operator, EAWS, Evaluator, EXW, MTS, Training Team Member MSRON Small Boat/Security Force, ACDO, LCS I/P POOW, <u>Strategic Watchfloor</u>
1-6	FC2 FC3	3.9 Yrs 30 Months	STA-21, OCS, Naval Academy	N/A	1st Sea Tour Billet: Maintenance Technician. Duty: Ship. Qualification: CSMC, Area Supervisor, WCS, CSTT, ATTT Member SCAT/VBSS Team Member, ESWS, DWC
1+/-	FCSA/SN	9 Months			Recruit Training, "A" and "C" Schools.



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### Notes:

1. "A" School and SECRET clearance is required for this rating.
2. This is not a compressed rating.
3. Typically, FCs complete their 6-year obligation on active duty and then transition to SELRES status. Consequently, they gain substantial experience in surface ship weapons fire control systems early in their career, forming a solid technical foundation. While performing IDT, SELRES FCs are not typically assigned to sea-going platforms.
4. The qualifications listed in the "Typical Career Path Development" are representative, not exhaustive. They illustrate the types of qualifications an FC should consider and be aware of.
5. FC's should show diversity in billets throughout their careers and include Active Duty for Training (ADT), Active Duty for Operational Support (ADOS), and mobilizations in support of weapons systems maintenance, electronics systems maintenance, weapon systems operation, crew served weapons, security force support, ordnance admin/operations, or anti-terrorism force protection to develop subject matter expertise in specific warfare areas.
6. Fire Controlman assigned to billets with Surface Warfare or Expeditionary Warfare Designation programs are expected to qualify provided the length of the tour is sufficient to complete the program. The time required for SELRES FCs to achieve these qualifications often consumes most of their duty station time, and those unable to complete a full tour may not achieve them.
7. Fire Controlman billets within a SELRES command may require significant time for personnel to gain proficiency and qualify. Homesteading, when individuals remain in the same command for an extended period, should not be viewed negatively WITH THE PROVISION THAT their capabilities continue to develop, AND the scope and impact of their leadership continues to grow.
8. Off-Duty Activities: Engage in career-enhancing learnings (educational courses, technical certifications, fleep support) directly related to technical and operational expertise. These activities enhance warfighting knowledge and demonstrate the unique skills of Fire Controlman reservists. Strive to be well-rounded technical and warfighting experts...
9. Within SurgeMain all regional/national positions are screened billets and with documented impact should be considered a plus.
10. When a local billet is unavailable, FC's may be assigned to billets in distant geographic locations to meet mobilization requirements, known as "cross-assignments." Fire Controlmen must be proficient in their assigned mobilization billets to perform duties immediately upon activation. Special consideration may be given to high-performing FCs with cross-assignments that demonstrate greater operational commitment due to frequent travel or remote training requirements (as demonstrated by frequent IDTT/ADT orders in a given fiscal year), supporting their units at or above the level of locally assigned Sailors.
11. When sailors are assigned orders an exact paygrade, designator/rating, or NEC match is desired, but it is not always possible. RFAS (Reserve Functional Area and Sex) codes allow the assignment of FCs to non-traditional billets that still have the ability to support mission areas such as AAW (Anti-Air Warfare), SUW (Surface Warfare), STW (Strike Warfare), NSFS (Naval Surface Fires Support), ordnance, Watchfloor



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Operations, maintenance, electronics, or ATPF. Performance should reflect how duties align with those core FC competencies.

However, when billet assignments result from institutional requirements or policy, Sailors fulfilling the needs of the Navy (especially for special programs or those that require screening) should be recognized for their flexibility and mission contribution.

Performance in duties assigned remains the primary metric for advancement. Where assignment choice exists, continued engagement in rating-relevant duties, especially those demonstrating warfighting readiness and technical proficiency, is the clearest indicator readiness for senior roles as a Fire Controlman.

### 12. Rating NECs:

The following NEC's are obtainable, sustainable, and/or assigned to Reserve Force FC Billets. To support Warfighting Readiness, Sailors who acquire the NEC and qualifications assigned to their billet demonstrate a higher level of competence in their rating. These sailors should leverage their experience and knowledge gained and should be favorably recognized accordingly.

SELRES can only be assigned to billets supporting NECs marked with an asterisk (\*) if the NEC was obtained during mobilizations or extended active duty.

704B - Ship Self Defense System (SSDS) MK1 Operator  
V02A - Close-In Weapon System (CIWS) Phalanx Block 1B Baseline 2 Technician  
V08A - Combat Systems Maintenance Manager (CSMM) Military Specification (MILSPEC) Management\*  
V10A - Rolling Airframe Missile (RAM) MK-31 Mod 1 & 3 Guided Missile Weapons Systems Technician\*  
V15A - Gun Computer System (GCS) MK 160 MOD 11/Electro-Optical Sensor System (EOSS) MK20MOD 0\*  
V15B - SSDS OA Maintenance Technician\*  
V15C - Navy Afloat Maintenance Training Strategy (NAMTS) Phalanx Gun and Ammunition Handling System (PGAHS) Repair Technician  
V16C - Gun Computer System (GCS) MK 160 MODs 21 and 22/Electro Optical Sensor System (EOSS) MK 20 MOD 1 Fire Control Technician\*  
V17A - GCS MK-160 MOD 4 Fire Control Technician\*  
V17B - AN/UYQ-21 Computer Display System Maintenance Technician\*  
V18A - CIWS MK-15 BLOCK 11-14 Technician  
V18B - SSDS MK-2 Maintenance Technician\*  
V18D - Ship Self Defense System (SSDS) Mark (MK) 2 Maintenance Variant E (TI-16/TI-16H Technician\*  
V21A - GCS MK 160 MOD 8/OSS MK 46 MOD 1 Fire Control Technician\*  
V21B - LHD 1 Class ITAWDS Computer/ Peripheral Subsystem Maintenance Technician\*  
V22A - AN/SPS-48E Search Radar Technician\*  
V22C - Ship Self Defense System (SSDS) Combat Systems Maintenance Manager (CSMM)  
V23C - Ship Self Defense System (SSDS) Combat Systems Supervisor (CSS)  
V26A - Gun Computer System (GCS) MK 160 MOD 9/10 Fire Control Technician\*  
V27A - NATO Sea Sparrow Surface Missile System MK-57 MOD 2, 3 Technician\*  
V29A - Improved Point Defense Target Acquisition System MK-23 (IPD/TAS)\*  
V30A - AN/SYQ-27 Naval Fire Control System (NFCS) Phase I Fire Control Technician\*  
V31A - NATO Sea Sparrow Surface Missile System (NSSMS) MK 57 Mods 10 and Above\*  
V32A - Improved Self Defense Surface Missile System Technician  
V32B - Commercial Broadband Satellite Program (CBSP) AN/USC-69 (V) 2, 3 (FLV/ULV) Maintenance Technician  
V33A - Ship Self Defense System (SSDS) MK1 Maintenance Technician  
V34A - Ship Self Defense System (SSDS) MK1 Systems Technician\*  
V35A - HARPOON (AN/SWG-1A) Maintenance Technician\*  
V39A - Cooperative Engagement Capability (CEC) AN/USG-2 Cooperative Engagement Transmission



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Processing Set (CETPS) Technician\*

V39B - MK-15 MODS 31-33 SeaRAM CIWS Technician

V39C - MK-15 MOD 40 CIWS and RAM Defense Capability Technician

V40A - AN/SPQ-9B Radar Technician\*

V41A - Tomahawk Strike Manager (TSM)\*

V56A - Combat Systems Maintenance Manager (CSMM), Commercial Off-The-Shelf (COTS) Management\*

V61B - MK 46 MOD 2 Gun Weapon System (GWS) Technician

V72A - AEGIS Weapon System (AWS) Baseline 9C Supervisor\*

V86B - SSDS Open Architecture (OA) Tech Refresh Maintenance MOD 1C/3C/5C/6C Technician\*

702B - HARPOON (AN/SWG-1A) Engagement Planning Operator\*

704B - Ship Self Defense System (SSDS) MK1 Operator

705B - Ships Self Defense System (SSDS) Operator

706B - Global Command and Control System-Maritime (GCCS-M) 4.x (Legacy 4.0.x/4.1.x Force Level) Operator

717B - Small Arms Marksmanship Instructor

718B - Crew Served Weapons (CSW) Instructor

721B - General Dynamics (GD) Littoral Combat Ship (LCS) Core Crew Mission Specialist\*

725A - Combat Systems Senior Enlisted

725B - Global Command and Control System-Maritime Group Level 4.1 (GCCS-M GL 4.1) Operator

727A - Electromagnetic Compatibility Technician\*

730A - Miniature/Microminiature Module Test and Repair (2M MTR) Technician

740A - Mission Distribution System Operator

764A - Shipboard Elevator Electrical Maintenance\*

772B - Miniature/Microminiature Electronic Repair Inspector

773B - 2M Instructor

777B - Lockheed Martin (LM) Littoral Combat Ship (LCS) Core Crew Mission Specialist\*

778B - Surface Warfare (SUW) Mission Specialist\*

779B - 25mm Machine Gun System (MGS) MK 38 MOD Gun Weapon System (GWS) Technician

783A - Microminiature Electronic Repair Technician\*

783B - Mine Warfare Planner

784A - Miniature Electronic Repair Technician

800G - Individual Augmentation (IA) Support Assignment-Basic Combat Unit Member

803A - Unmanned Aerial Vehicle (UAV) Systems Organizational Maintenance Technician

803G - Individual Augmentation (IA) Support Assignment-Counter Rocket Artillery and Mortar (C-RAM)

804A - Antiterrorism Training Supervisor

811A - 3-M System Coordinator

811G - Maritime Expeditionary Security Force (MESF) Operator

814A - Ammunition Inventory Management Specialist

825G - Expeditionary Force - Unmanned Systems (UAV/USV/USG) Maintenance

826G - Expeditionary Force - Unmanned Systems (UAV/USV/USG) Operator

827G - Maritime Expeditionary Security Force (MESF) Tactical Operations Support

838A - NSW UAS Operator/Maintainer

The following NECs are highly technical qualifications that are not obtainable or sustainable by a drilling SELRES FC, and therefore are not applied to SELRES FC billets – but may have been earned on Active Duty. This technical expertise should be recognized as it reflects the traditional Surface Community roots of Fire Controlman, and compliments the diverse career paths within the Reserve Force:

V19A - Phalanx Close-In Weapon System MK 15 MOD 11-14, 21, 22, and 25-28 Technician

V20A - Tactical Tomahawk Weapon Control System (TTWCS) Operation and Maintenance (O&M) Technician

V24C - Tactical Tomahawk Weapons Control System Maritime Strike Tomahawk Operator and Maintainer

V38A - AGFCS MK 86 MOD 9 Systems Technician

V51A - CEC AN/USG-2B Technician

V57A - AEGIS Weapon System MK-7 (BL7) Supervisor



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V76A - CSMM Rating Enhancing Shore Duty  
700G - Senior Landing Craft Air Cushion (LCAC) Navigator

### Considerations for advancement from E6 to E7

- Fully Qualified: Documented impact in Air Warfare, Surface Warfare, Strike Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, ATFP Operations, Unmanned Systems, Watchfloor Operations and/or Electronics Repairs, with a level of impact and experiences demonstrating the ability perform in one or more of these areas at the next higher paygrade.

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

- Best Qualified: Significant scope and impact, and senior qualifications in Air Warfare, Surface Warfare, Strike Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, ATFP Operations, Unmanned Systems, Watchfloor Operations and/or Electronics Repairs.
- Documented impact on warfighting readiness, and impact to mobilization readiness.
- Enlisted Surface Warfare Qualified
- Training Team Member (DCTT, FPTT, ATTT, CSTT, ATT)
- Mission support (AT, ADT, ADOS, etc...) orders in support of fleet, joint, instructor duty, or special operations with documented impact.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Unit LPO, N-Code LPO or department LPO with documented impact on assigned sailors and programs. Leading in maintenance, technical or fire control operations.
- Completion of electronic engineering certifications, technician certifications, CompTIA certifications, NAMTS or USMAPs in Computer Operator, Electronics Technician, Electrician, Fiber Technician, Industrial Maintenance Mechanic, Network Operational Specialist, Optical Goods or Radio Operator should be considered a plus. or NAMTS should be considered a plus.
- Consideration should be given to being qualified up to 3M 304 LCPO/DIVO if available.
- Designation as Work Center Supervisor (3M 303), or as applicable by Command, Community, or Platform.
- ALDC graduate.

### Considerations for advancement from E7 to E8

Fully Qualified: Documented demonstration of leadership and technical expertise as a CPO in the areas of Air Warfare, Surface Warfare, Strike Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, ATFP Operations, Unmanned Systems, Watchfloor Operations and/or Electronics Repairs, with a level of impact and experiences demonstrating the ability perform in one or more of these areas at the next higher paygrade.

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

- A critical determinant of the best-qualified candidates is the documented demonstration of leadership and technical expertise in areas including Air Warfare, Strike Warfare, ATFP Operations, Surface Warfare, Ordnance Evolutions, Magazine Systems, Operations Centers, Unmanned Vehicles, Equipment Maintenance/Administration, and/or Electronics Repairs. The scope, impact and technical expertise in those areas must be considered.
- Documented impact on warfighting readiness, and impact to mobilization readiness.
- Warfare qualified





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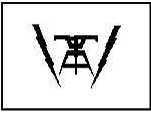
- Peer leadership such as Chief Petty Officer Association (CPOA) with strong involvement and documented impact with strong involvement in CPO Initiation. Special consideration should be given to those in leadership positions.
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Completion of electronics or Fire Control related certifications, CompTIA certifications, NAMTS or USMAPs in Computer Operator, Electronics Technician, Electrician, Fiber Technician, Industrial Maintenance Mechanic, Network Operational Specialist, Optical Goods or Radio Operator should be considered a plus. or NAMTS should be considered a plus.
- Unit SEL/DLCPO/LCPO of large command
- Surge/main/RMC Considerations A best and most qualified spends AT as an On-site Leader (OSL), and leading major unit training evolutions depending on unit/billet assignment. Regional SELs maybe executing their ATs to perform unit visits and it should not be considered negative if they do not perform a shipyard AT
- Qualified 3M 304 LCPO/DIVO
- Training Team member, leader or training supervisor
- Leadership Development facilitator with documented impact facilitating or managing courses.
- CPO-LDC graduate.

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

Fully Qualified: Documented demonstration of leadership and technical expertise as a CPO/SCPO in the areas of Air Warfare, Surface Warfare, Strike Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, ATP Operations, Unmanned Systems, Watchfloor Operations and/or Electronics Repairs, with a level of impact and experiences demonstrating the ability perform in one or more of these areas at the next higher paygrade.

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

- A critical determinant of the best-qualified candidates is the documented demonstration of leadership and technical expertise in areas including Air Warfare, Surface Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, and/or Electronics Repairs. The scope and impact of this leadership and expertise in these areas is critical.
- Warfare qualified
- Documented impact on warfighting readiness, and impact to mobilization readiness.
- Performing the duties of a 3MC
- Completion of Reserve Senior Enlisted Management Course
- Peer leadership such as Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Season Chair
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Chief Petty Officer, Navy Leader Development Facilitator (CPO-NLDF), with documented impact leading classes or managing the program.
- Unit LCPO or DLCPO of large command
- Successful completion of a CSEL Billet for a minimum of 12 months.
- Training team member, leader, or training supervisor.
- Regional or National position in a Navy Reserve Program or Command
- Regional or Upper Echelon SELs could be executing their AT's ISO Enterprise-Level Leadership efforts, but consideration should be given to those that maintain proficiency as a senior watchstander (as applicable).
- Graduate of Senior Enlisted Academy or other Service Equivalent



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**Commissioning/Other Special Programs:**

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit_request.asp?category=1&showitem=true&cid=10000&tid=10000&cid=10000&tid=10000&cid=10000&tid=10000)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit_request.asp?category=1&showitem=true&cid=10000&tid=10000&cid=10000&tid=10000&cid=10000&tid=10000)