



GM CAREER PATH
SELECTED RESERVE (SELRES)



Gunner's Mates (GM) are responsible for the operation and maintenance of guided missile launching systems, gun mounts and other ordnance equipment, as well as small arms and magazines. They work with electrical and electronic circuitry and mechanical, hydraulic and pneumatic systems.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
24-30	GMCM	20.8 Yrs	CSEL	N/A	Billet: CSEL, Dept. LCPO, Training Manager, Regional/National SEL. Duty: CNSG, MSC, Fleet TYCOM, MESG, MSRON, PHIB, NCHB, NCG, NCR, NMCB, ACU, NSF, NSW, and various other reserve units. Qualification: Senior Enlisted Academy (SEA), CPOLDC, CMC (8CMC, 8CSC)
21-24	GMCM GMCS	20.8 Yrs 18.0	CSEL, CWO	N/A	Billet: CSEL, Dept./Div. LCPO, Regional/National Staff, OSL NSYD, Task Manager. Duty: CNSG, LCS, MSC, Fleet TYCOM, MESG, MSRON, PHIB, NCHB, NCG, NCR, NMCB, ACU, NSF, NSW, and various other reserve units. Qualification: Senior Enlisted Academy (SEA), CPOLDC, CMC (8CMC, 8CSC), ATTWO, CTT, MOCWO/TOCWO, Qual/Cert (TL, QA/SO, Board Member)
18-21	GMCS GMC	18.0 Yrs 15.9	CSEL, LDO, CWO	N/A	Billet: Dept./Div. LCPO, Regional Staff, Unit SEL, Shop Task Manager Duty: CNSG, LCS, MSC, Fleet TYCOM, MESG, MSRON, PHIB, NCHB, NCG, NCR, NMCB, ACU, NSF, NSW, and various other reserve units. Qualification: Senior Enlisted Academy (SEA), CPOLDC, CMC (8CMC, 8CSC), ATTWO, CTT, MOCWO/TOCWO, ATO, Qual/Cert (TL, QA/SO, Board Member), NECC Armory Management



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14-18	GMCS GMC GM1	18.0 Yrs 15.9 10.3	CSEL	N/A	<p>Billet: Weapons Administrator, LCPO, Regional Staff, Unit SEL, Shop Task Manager, Training Team Lead</p> <p>Duty: CNSG, LCS, MSC, Fleet TYCOM, MESG, MSRON, PHIB, NCHB, NCG, NCR, NMCB, ACU, NSF, NSW, and various other reserve units.</p> <p>Qualification: ATTWO, ATO, MOCWO/TOCWO, 3MC, CTT Lead, TC Patrol Leader, TC Coxswain, Qual/Cert (TL, QA/SO, Board Member), NECC Armory Management.</p>
11-14	GMCS GMC GM1	18.0 Yrs 15.9 10.3	CSEL	N/A	<p>Billet: LCPO, LPO, Tech Rep, RMC Range Master, Inspector, Regional Staff, Unit SEL, Shop Task Manager</p> <p>Duty: CNSG, LCS, MSC, Fleet TYCOM, MESG, MSRON, PHIB, NCHB, NCG, NCR, NMCB, ACU, NSF, NSW, and various other reserve units.</p> <p>Qualification: RSO, ATO, ATTWO, TC Patrol Leader, TC Coxswain, TRASUP, COG, CTT, MTS, 3M DH, Qual/Cert (TL, QA/SO, Board Member), NECC Armory Management.</p>
8-11	GMC GM1 GM2	15.9 Yrs 10.3 4.9		N/A	<p>Billet: LCPO, LPO, Armorer, Ammo Administrator, STC Mentor, Training Team Member</p> <p>Duty: CNSG, LCS, MSC, Fleet TYCOM</p> <p>Qualification: Warfare Coord., SAMI, CSWI, ESAMI, TC Coxswain, ATTWO, TRASUP, COG, CTT, Qual/Cert TL, 3M DIVO, NECC Armorer, NECC Armory Management</p>



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5-8	GM1 GM2	10.3 Yrs 4.9		N/A	Billet: Instructor, Armorer, Maintenance Technician, Ammo Administrator Duty: CNSG, LCS, Fleet TYCOM, MESG, MSRON, PHIB, NCHB, NCG, NCR, NMCB, ACU, NSF, CART, NAVMAG, MSC, SURGEMAIN, NSW, and various other reserve units. Qualification: CTT, MTS, Qual/Cert TM, 3M WCS, TC NAV/RTO, NECC Armorer, NOSSA Ammo Courses
2-5	GM2 GM3	4.9 Yrs 30 Months		N/A	Billet: Technician, Armorer, Ammunition Administration Duty: CNSG, LCS, Fleet TYCOM, MESG, MSRON, PHIB, NCHB, NCG, NCR, NMCB, ACU, NSF, CART, NAVMAG, MSC, SURGEMAIN, NSW, and various other reserve units. Qualification: CTT, Safety, NECC Armorer, TC Engineer, Fleet Sentencing, 3M RPPO, Explosive Driver, NOSSA Ammo Courses
1+/-	GM3 GMSN GMSA Accession Training	30 Months 18 Months 9 Months		N/A	Recruit Training, "A" and "C" Schools. See community note *1

Notes:

1. GM "A" School is recommended, but **NOT** required for advancement.
2. A SECRET security clearance is required to be maintained due to the nature and scope of our assigned duties.
3. This is not a compressed rating.
4. Deployable operational command billets and small units of action (NSW/NECC) which support commands located in the 5th, 6th, and 7th Fleet AORs are extremely arduous. These platforms deploy at a higher rate than CONUS platforms and **should receive special consideration by the selection board.**
5. GM's should show diversity in billets throughout their careers and include Active Duty for Training (ADT), Active Duty Operational Support (ADOS), and mobilizations in support Sea, Shore, and Expeditionary Commands. GM's are often sought out for special assignments that require various screenings. The above listed ECP table lists several items for qualification. These qualification items are based on command billet availability and are not meant as an all-encompassing qualification list for fully qualified.
6. Sailors must qualify at the level of their respective paygrade. It is highly recommended that GMs qualify at a higher paygrade, attain higher level of qualifications, and seek greater responsibilities at their command.



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Commands are different in nature, mission, operational tasking, qualifications, equipment, etc. and you should review the considerations for advancement notes for each paygrade below.

7. Special Qualifications. Selection board should give special consideration for GM's who have sought to attain out-of-rate qualifications and command mission support opportunities based on available billet assignments. This should not be at the sacrifice of in-rate qualifications.

8. A primary duty for GM's to instruct Sailors on the operation, maintenance, and proficiency of small arms and crew served weapons (weapons needing more than one operator) and are assigned the NEC 717B Small Arms Marksmanship Instructor (SAMI) and 718B Crew Served Weapon Instructor (CSWI). Navy Expeditionary Combat Command Expeditionary Small Arms Marksmanship Instructor (ESAMI) is not awarded an NEC, however is required within NECC for small arms CAT III & IV qualifications. Special consideration should be given by the selection board for ESAMI qualification with command impact.

9. Special consideration should be given to GM's with documented experience utilizing the NEC 804A Antiterrorism Training Supervisor, who serve as anti-terrorism/force protection supervisors at various operational commands.

10. Special consideration should be given to GM's with documented experience utilizing the NEC 814A Ammunition Administrators, who are responsible for requisition, distribution, and disposition of all ammunition.

11. Special consideration should be given to GM's who utilize opportunities to obtain surface warfare qualifications, not obtained from prior active duty service, such as MK-41, MK-45, VLS, inspect and repair magazine sprinkler systems, etc.

12. The NEC 810G Coastal Riverine Force (CRF) Coxswain, performs basic operation and maintenance of Maritime Expeditionary Security Group (MESG) Patrol Craft configured with dual diesel/waterjet configured propulsion systems while assigned to a Maritime Expeditionary Squadron. Special consideration should be given by the selection board for this NEC qualification, when paired with the Small Craft Insignia (SCI) qualification and command impact.

13. The NEC 787A Enhanced Organizational Maintenance armorer (NSW/NECC), provides support and maintenance for weapons and night vision devices unique to SPECWAR. This NEC can only be acquired if the member is assigned to an NSW command. Special consideration should be given by the selection board for any of the NEC qualifications exclusive to supporting NSW.

14. GMs assigned to billets which offer an Enlisted Warfare designations must attain the respective qualification and be qualified to their appropriate paygrade to be considered **"FULLY BEFORE BEST QUALIFIED"** at their current command. GM's serving in non-traditional, but operational billets to include joint command billets may have limited opportunities to complete an Enlisted Warfare designation. This includes the opportunity to earn their EAWS or ESWS pin, unless earned during Active Duty service. Limited availability to achieve SW/AW.

15. GMs selected for the selection board, selection board recorder, Advancement Exam Readiness Review (AERR), and lead the rating readiness review should be given special consideration by the selection board. This show a level of ownership and devotion to the GM rating.

NEC Notes:

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



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Advancement from E1 to E6

1. Diversity of Warfare Area Assignments - Support your operational (UMUIC) command!
2. Study your rating instructions/publications, complete the GM Non-resident training course (NAVEDTRA 14324a), complete PMK-EE, and pass your Navy advancement exam.
3. Sustained superior performance is key in being advanced, either by passing the advancement exam or Meritorious Advancement Program (MAP), your knowledge and practical application is an important part of the advancement process. This coincides with being the GM Rating Technical Expert and is critical in achieving your career milestones. Knowing your system, means knowing the procedures in keeping systems and auxiliary equipment is maintained.
4. Complete corresponding Enlisted Leader Development Course (ELDC).
5. Per (NAVADMIN 168/23), AAA program (Apprentice Advancement) (E1-E4). TIS requirements to advance from E-1 to E-4 are as follows:
 - E-1 – E-2: 9 months TIS
 - E2 – E-3: 18 months TIS
 - E3 – E4: 30 months TIS

Considerations for advancement to Chief (CPO), Senior Chief (SCPO), and Master Chief (MCPO)

1. The considerations for advancements listed below for Chief, Senior Chief, and Master Chief Gunner's Mate are **not all inclusive**. There are several important factors that must be considered, applied, and executed if you want to navigate through the paygrades to become a GMCM.
2. Billet application/selection on My Navy Assignment (MNA) is very important. Service records that contain multiple/consecutive tours at the same command or command type must progress in billet complexity, professional development, and leadership responsibility. **Billets are not all the same!** Be selective when applying for orders and understand that certain commands/platforms promote advancement based on the equipment and nature of their duties. Not all locations will have GM related duties, this is where you must be selective and decide what is best for your career.
3. Performance and rating knowledge are the foundation on which we advance. Whatever platform/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**.
4. In addition to your performance, you must be able to transcribe your accomplishments on your evaluation so members of the Selection Boards (different ratings) 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.**
5. **Attaining a qualification at the end of a tour and doing nothing with the qualification can be seen as a negative by the selection board.** Example: If you are qualified as a SAMI, CSWI, TRASUP, or TC Coxswain. What was done with the qualification? What impact did you have? Become **FULLY/BEST QUALIFIED** at the beginning of your tour and lead by example. Command impact is a key element when attaining qualifications and being selected for advancement.
6. Collateral Duties. The right collateral duty will keep you competitive at your command with regards to ranking, however your evaluation needs to reflect more of your primary duty accomplishments. **Your evaluation needs to reflect roughly 90% of your primary duty (GM) and 10% of collateral duties.** Inspection scores, asset accountability numbers, in-rate advancements, operational readiness of your weapons systems, etc. should be the driving narrative of your evaluation.



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7. 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 and enlisted leadership development courses through the Enlisted Leader Development Continuum (ELDC).

Considerations for advancement from E6 to E7

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

1. Diversity of Assignment in Warfare Areas (special consideration for Surface as billets continue to grow)
 - **FULLY QUALIFIED!** Leading Petty Officer (LPO) or Departmental LPO with tangible results (advancement, awards, retention, inspection results, etc.).
 - **FULLY QUALIFIED!** at paygrade and qualified Enlisted Warfare Qualification at current command (if time on board allows for warfare designation).
 - **BEST QUALIFIED!** Training Team Member/Leader **with quantitative results**
 - **BEST QUALIFIED!** Advanced qualifications and watch stations above paygrade.
 - **BEST QUALIFIED!** Sailor 360 involvement (**facilitates training/events**).
 - Graduate of the Enlisted Leader Development Course.
 - First Class Petty Officer Mess / Association (**must have quantifiable command impact**)
 - Complete Primary Professional Military Education (PPME) / **Best Qualified**
 - Complete Joint Professional Military Education (JPME) / **Best Qualified**

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

1. Diversity of Warfare Area Assignments
 - Leading Chief Petty Officer (LCPO) or Departmental LCPO with tangible results (advancement, awards, retention, inspection results, etc.).
 - Training Team Leader/Member with quantifiable results.
 - Fully qualified at paygrade and qualified Enlisted Warfare Qualification at current command.
 - Advanced qualifications/watch station.
 - **BEST QUALIFIED!** Active Sailor 360 involvement and leading a committee.
 - Senior Enlisted Academy (SEA) graduate, per NAVADMIN 217/23 / **Best Qualified**
 - **BEST QUALIFIED!** Chief Petty Officer Mess / Association (**must have quantifiable command impact**)
 - **BEST QUALIFIED!** Chief Petty Officer Initiation with involvement (**Sponsor, committee leader/member, etc.**)
 - Complete Senior Enlisted Professional Military Education I (SEJPME I) / **Best Qualified**
 - Complete Senior Enlisted Professional Military Education II (SEJPME II) / **Best Qualified**
 - Graduate of the CPO Leader Development Course.

Consideration 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

1. Diversity of Warfare Area Assignments
 - Departmental LCPO/Senior Enlisted Leader with tangible results (advancement, awards, retention, inspection results, etc.).
 - Training Team Leader/Member with quantifiable results.
 - **Fully qualified** at paygrade and qualified Enlisted Warfare Qualification at current command.



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- Advanced qualifications/watch stations.
- Active Sailor 360 involvement and leading a committee.
- **GM Rating involvement** (Selection board participation, AERR participation, rating review, etc.).
- **FULLY QUALIFIED!** Senior Enlisted Academy (SEA) graduate, per NAVADMIN 217/23
- **BEST QUALIFIED!** Chief Petty Officer Mess / Association (**must have quantifiable command impact**)
- **BEST QUALIFIED!** Chief Petty Officer Initiation involvement (**Season Chair, Sponsor, Committee leader, etc.**)
- **Must** be a graduate of Senior Enlisted Academy (SEA) or other Service Equivalent school.

ACRONYMS SPECIFIC TO THE GM RATE INCLUDE:

ACU	Assault Craft Unit
ATFP	Anti-Terrorism/Force Protection
ATTWO	Antiterrorism Tactical Watch Officer.
ATO	Antiterrorism Training Officer
CART	Command Assessment of Readiness and Training
COG	Chief of the Guard
CSWI	Crew Served Weapons (CSW) Instructor
CTT	Command Training Team
ESAMI	Expeditionary Small Arms Marksmanship Instructor
MESG	Maritime Expeditionary Security Group
MSC	Military Sealift Command
MSRON	Maritime Expeditionary Security Squadron
MTS	Master Training Specialist.
NAVMAG	Naval Magazine
NCG	Naval Construction Group
NCHB	Navy Cargo Handling Battalion
NCR	Naval Construction Regiment
NMCB	Naval Mobile Construction Battalion
NROWS UA	Navy Reserve Order Writing System Unit Administrator
NSF	Naval Support Facility
NSW	Naval Special Warfare
OSL NSYD	On-site Leader Navy Shipyard
PHIB	Amphibious Squadron
RSO	Range Safety Officer
SAMI	Small Arms Marksmanship Instructor
TC	Tactical Craft (MESF) Patrol Boats
WCS	Work Center Supervisor

NECs:

Primary NEC's for SELRES Service

717B - Small Arms Marksmanship Instructor (SAMI)
 718B - Crew Served Weapons (CSWI) Instructor
 814A - Ammunition Inventory Management Specialist
 804A - Antiterrorism Training Supervisor (ATFP/TRASUP)
 811A - 3-M System Coordinator

NSW Community

787A - Naval Special Warfare Small Arms Organizational Level Maintenance Technician
 854A - Naval Special Warfare (Combat Service Support) (NSW)
 838A - NSW UAS Operator/Maintainer (NSW)



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NECC Community

804G - Expeditionary Force - Combat Skills (NECC)
775B - Expeditionary - Maritime Security (MESF)
811G - Coastal Riverine Force (CRF) Operator (MSEF)
810G - Coastal Riverine Force (CRF) Coxswain (MESF)
827G - Coastal Riverine Force (CRF) Tactical Operations Support (MESF)

Fleet TYCOMM Surface Community

V88B - LCS-1 (Freedom Variant) Gunner's Mate (SAMI/CSWI/TRASUP)
V61B - MK 46 MOD 2 Gun Weapon System (GWS) Technician
779B - 25mm Machine Gun System (MGS) MK 38 MOD Gun Weapon System (GWS) Technician

NEC's from prior Active Duty Service (See Note 1, listed below)

799A - Causeway Barge Ferry Coxswain
716B - Advanced Undersea Lightweight Torpedo Maintenance Technician
V60B - MK 60 GMS Fleet and Shore Based Systems Technician
V62B - 5"/54 Caliber Gun System MK-45 MOD 1 and 2 Maintenance Technician
V63B - 5"/62-Caliber MK 45 MOD 4 Gun Mount Maintenance
V64B - MK-41 VLS Baseline V through VII Operation and Maintenance Technician
V65B - MK-41 Vertical Launching System (VLS) Baseline (BL) III Operation and Maintenance Technician
V66B - MK 41 Vertical Launching System (VLS) Advanced Technician (VAT)

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)
CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)