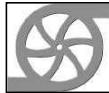


GSM CAREER PATH
SELECTED RESERVE (SELRES)



Gas Turbine Technicians (Mechanical) (GSM) are responsible for operating, maintaining and repairing the mechanical components of gas turbine engines and main propulsion machinery including reduction gears, shafts and controllable pitch propellers; auxiliary equipment and propulsion control systems.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	GSCM	22.5 Yrs	CSEL	N/A	Billet: CSEL, National SEL, Regional SEL, Unit Leadership Duty: CNSG, LCS, SURGEMAIN Qualification: MGTI, Journeyman
24-28	GSCM	22.5 Yrs	CSEL	N/A	Billet: CSEL, National SEL, Regional SEL, Unit Leadership Duty: CNSG, LCS, SURGEMAIN Qualification: EOOW, ETT Coordinator, Journeyman
21-24	GSCM GSCS	22.5 Yrs 18.5	CSEL	N/A	Billet: CSEL, National SEL, Regional SEL, Unit Leadership, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: CNSG, LCS, SURGEMAIN Qualification: ATS, MTS, MGTI.
17-21	GSCS GSMC	18.5 Yrs 14.3	CWO, CSEL	N/A	Billet: Regional SEL, Unit Leadership, LCPO, Regional Staff, Unit SEL, Task Manager, NROWS UA Duty: CNSG, LCS, SURGEMAIN Qualification: Prop Plant Mgr (4206 NEC), ESWS, Engine room Operator, PACC, EPCC, EOOW, GSCS-ETT Coord.
14-17	GSMC GSM1	14.3 Yrs 11.7	CWO	N/A	Billet: Regional SEL, Unit Leadership, LPO, Instructor, Maintainer, STC Mentor Duty: CNSG, LCS, SURGEMAIN Qualification: ATS, MTS, MGTI.
9-14	GSM1 GSM2	11.7 Yrs 5.4	STA-21, OCS, LDO	N/A	Billet: Technician, LPO Duty: CNSG, LCS, SURGEMAIN Qualification: Prop Plant Mgr (4206 NEC), EAWS, ESWS, Engine Room Operator (ERO), PACC, EPCC, EOOW.
6-9	GSM2 GSM3	5.4 Yrs 30 Months	STA-21, OCS, LDO	N/A	Billet: Maintenance Tech. Duty: CNSG, LCS, SURGEMAIN Qualification: MTS, ATS, Inspector.



GSM CAREER PATH
SELECTED RESERVE (SELRES)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-6	GSM2 GSM3	5.4 Yrs 30 Months	STA-21, OCS, Naval Academy	N/A	Billet: Maintenance Tech. Duty: CNSG, LCS, SURGEMAIN Qualification: WCS, EWS, ERO, EAWS.
1+-	GSMFN GSMFA Accession Training	9 Months			Recruit Training, "A" and "C" Schools.

Notes:

1. "A" School is not required for this rating.
2. This is a compressed rating, GSE and GSM ratings merge at the E-8 level to GSCS.
3. SELRES GSM'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 Sea, Shore and Expeditionary Commands. SELRES GSM's should be seeking out rate specific qualifications and command mission support qualifications based on available billet assignments.
4. When able, SELRES Sailors should try to earn a warfare qualification.
5. Rating NECs:

U04A - CG-47 Gas Turbine Mechanical Maintenance Technician
 U06A - DDG-51 Gas Turbine Mechanical Maintenance Technician
 U07A - Marine Gas Turbine Inspector
 U08A - NAMTS Gas Turbine Repair Technician
 U10A - CG Smart Ship Engineering Control System Equipment (ECSE) Operator and Maintenance Technician
 U12A - DDG-M Gas Turbine Mechanical Maintenance Technician
 U18A - NAMTS Heat Exchanger Repair Technician
 U34A - NAMTS Outside Machinist

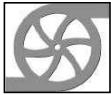
NEC Notes:

- (1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.
6. Within SurgeMain all regional/national positions are screened billets and with documented impact should be considered a plus.

Considerations for advancement from E6 to E7

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

- Warfare qualified (based on opportunity/assignment/mobilization)
- Advanced Leader Development Course completion
- First Class Petty Officer Association (FCPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.



GSM CAREER PATH SELECTED RESERVE (SELRES)



- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions- Unit LPO or DLPO
- Unit LPO or DLPO
- Command collateral duties with documented impact (e.g., Command Fitness Leader (CFL), Unit Command Career Counselor (UCCC), etc.)
 - (NEC) 8CFL - Command Fitness Leader (CFL)
 - (NEC) 807R - Reserve Career Information Program Advisor
 - (NEC) 8MTS -Master Training Specialist
 - (NEC) 805A – Instructor
- Completion of USMAP or NAMTS should be considered a plus

Considerations for advancement from E7 to E8

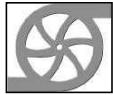
Highly competitive/most fully qualified candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Warfare qualified (based on opportunity/assignment/mobilization)
- Chief Petty Officer Leader Development Course completion
- 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.
- Unit LCPO or DLCPO of large command
- SEL (Command, Company, or Detachment)
- National Navy Reserve Policy Board or Navy Reserve Policy Board Membership.
- SELRES/TAR E7 & E8/E9 Selection Board Panel Member and/or Recorder.
- Graduate of Senior Enlisted Academy or other Service Equivalent
- Command collateral duties with documented impact (e.g., Drug and Alcohol Program Advisor (DAPA), CCC, Command Managed Equal Opportunity (CMEO), etc.)
 - (NEC) 812A - Professional Development Instructor (SEA)
- A best and most qualified spends AT as an On-site Leader (OSL)
- Regional SELs should be executing their ATs to perform unit visits and it should not be considered negative if they do not perform a shipyard AT

Considerations 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:

- 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.
- 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
- Major command collateral with documented impact.
- SEL (Command, Company, or Detachment)
- National Navy Reserve Policy Board or Navy Reserve Policy Board Membership.
- SELRES/TAR E7 & E8/E9 Selection Board Panel Member.
- Graduate of Senior Enlisted Academy or other Service Equivalent



GSM CAREER PATH SELECTED RESERVE (SELRES)



- Regional or National position in a Navy Reserve Program or Command
- Regional SEL

7. Acronyms:

EOOW	Engineering Officer of the Watch
LCS	Littoral Combat Ship
CNSG	Commander Naval Surface Group
MGTI	Marine Gas Turbine Inspector
MTS	Master Training Specialist
NROWS UA	Navy Reserve Order Writer System Unit Administrator
OSL NSYD	Onsite Leader Naval Shipyard

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](#)

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