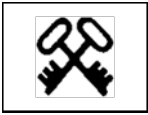


**LS CAREER PATH  
SELECTED RESERVE (SELRES)**

Logistics Specialists manage inventories of repair parts and general supplies that support Ships, Squadrons, Seabee battalions, and shore-based activities. They procure, receive, store, and issue material and repair components. They operate Navy Post Offices, finance windows, sort and distribute all official and personal mail. They utilize financial accounting programs and databases.					
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
23-30	LSCM	21.9 Yrs	CSEL	N/A	9th Tour Billet: CSEL, Supply Policy
20-23	LSCM LSCS	21.9 Yrs 17.8	CSEL, 3MC	N/A	8th Tour Billet: CSEL/Dept/Readiness/Div LCPO Duty: NECC/NAVSUP/GLS/FLC CNAFR/CORIVGRU
18-20	LSCM LSCS LSC	21.9 Yrs 17.8 15.4	CSEL	N/A	7th Tour Billet: Dept/Readiness/Div LCPO Duty: NECC/FLC/WSS/ CORIVRON/ ASD/CORIVGRU/CNAFR/MSRON
15-18	LSCS LSC	17.8 Yrs 15.4	LDO, OCS, MECP, CSEL / LCS/MCM, 3MC, Equal Opportunity Advisor, Drug and Alcohol Counselor/SARP, NAVLEAD Instructor	N/A	6th Tour Billet: Dept/Readiness/Div LCPO Duty: FLC/WSS/VR/CORIVRON/ASD/ CORIVGRU/CNAFR/MSRON/ Qualification: Senior Enlisted Academy.
12-15	LSC LS1 LS2	15.4 Yrs 12.7 6.2		N/A	5th Tour Billet: Dept/Div LCPO/LPO/ Supervisor/Instructor Duty: FLC/WSS/VR/CORIVRON/ ASD/MSRON/NCHB
8-12	LS1 LS2	12.7 Yrs 6.2	RDC Duty / Recruiting Duty	N/A	4th Tour Billet: LPO/WCS/Finance/ Postal/DLR Custodian/Purchase Card Holder. Duty: FLC/WSS/VR/ASD/NCHB CORIVRON/MSRON/ Qualification: RLR/LSR Master/MTS
5-8	LS1 LS2 LS3	12.7 Yrs 6.2 3.4	LDO, STA-21, OCS, Naval Academy, Drug and Alcohol Intern / SARP	N/A	3 <sup>rd</sup> Tour Billet: Supply Tech/Financial Mgmt/ Instructor/Recruiting Commands Duty: FLC/VR/NCHB/MSRON/ASD - Qualification: ATS/NEC 2821 IDPC/NEC 3001 /RLR/LSR Journeyman NAVLEAD/NEC 9585/9502.
1-5	LS2 LS3	6.2 Yrs 3.4		N/A	2 <sup>nd</sup> Tour Billet: Supply Technician/WCS. Duty: FLC/VR/NCHB/ASD Qualification : EAWS/EXW/LSR/RLR Apprentice
1+/-	LSSN LSSA Accession Training	1.7 Yrs		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.



LS CAREER PATH  
SELECTED RESERVE (SELRES)

**Notes:**

1. “A” School is not required; this is a direct convert rate. However, if a member has not attended “A” school they should complete the following course to ensure a basic knowledge in the rate:

NETC NRTC-NAVEDTRA-15004B-LS-2.0-Logistics Specialist (LS) - NAVEDTRA 15004B

2. Courses available to increase rating knowledge:

- CIN A-8B-0075 – Logistics Refresher Training
- CIN A-8B-0020 – Joint Aviation and Maintenance Material Management (JASMMM)
- CIN A-822-0016 – Hazardous Materials Preparer
- CIN R-551-0010 – Reserve Supply and Fiscal Course
- CIN A-822-0012 – Transportation of Hazardous Materials (TRANS HAZ MAT)
- CIN A-822-0011 – Transportation of Hazardous Materials Recertification (TRANS HAZ MAT RECERT)
- CIN A-8B-0054 – Reserve Supply Management Advanced Refresher Training (RESMART)
- CIN A-8B-0055 – Introduction to Expeditionary Logistics (IEL)
- Additional courses are available with Defense Acquisition University (DAU)

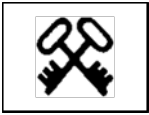
3. Rating NECs:

- S05A – Reserve Independent Duty Ashore Logistics Specialist
- S07A – Relational Supply (Force) Technician
- S08A – Relational Supply Unit Technical Specialist
- S09A – Relational Supply Force Advance Technical Specialist \*\*
- S10A – Relational Supply Unit Advance Technical Specialist \*\*
- S11A – Expeditionary Logistics Specialist \*\*
- S12A – Independent Duty Postal Clerk
- S18A – Optimized Naval Aviation Logistics Command Operations Maintenance Information System.
- S20A – Autonomic Logistics Information Systems (ALIS)
- 722A – Contract Specialist \*\*
- 788A – Acquisition Specialist \*\*
- 792A – Support Equipment Asset Manager \*\*
- 830A – Hazardous Materials Control Management (HMCM) \*\*

Note: NEC’s listed with \*\* are recommended for E8 & E9

4. Recommended Communities:

- Air (All Squadrons)
- Surface
- Special Warfare
- Type Commander
- Seabee Commands
- Expeditionary Commands
- Joint Commands (Defense Logistics Agency)
- Overseas Commands



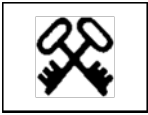
LS CAREER PATH  
SELECTED RESERVE (SELRES)

- Training Commands
- Center for Service Support (CSS)
- Staff Commands
- Strike Group
- Carrier Air Groups
- Shore Supply/Logistics Commands
- Recruiting Command

**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:

- Strong in both operational and administrative leadership roles.
- Identify critical areas of concern and provide recommendations and solutions to logistical challenges.
- Work on developing strong verbal & written communication skills.
- Show constant professional and leadership growth and a desire for continuous education.
- Maintain technical expertise as a logistics subject matter expert while ensuring an understanding of organizations, commands, and communities.
- Demonstrates and shows diversity in the ability to rotate between commands at prescribed intervals.
- Understand the increase in responsibility from E6 to E7:
  - The need to grow and develop junior enlisted.
  - Ensuring junior personnel needs are met.
  - Addressing any areas that need improvement.
  - Provide guidance, mentorship, and training.
  - Understand MCPON's mission, vision, guiding principles and priorities are followed
  - Ensuring programs and policies are implemented and maintained.
  - Can be flexible and be a conduit between leadership and junior personnel with strong communication skills, both verbal and written.
  - understand the key differences between management and leadership
- Show expertise in multiple communities and joint experience.
- Documented mentorship and professional development of Sailors through CDB's.
- Qualifying and recognizing/rewarding junior Sailors appropriately.
- Demonstrates and shows diversity in the ability to rotate between commands at prescribed intervals.
- Have an understanding of Navy policy, strategy, and initiatives to include special programs:
  - Warfighting and Warrior Toughness
  - Get Real, Get Better
  - Call to Action
  - Advantage at Sea
  - Navigation Plan
- Major contributions and impact to UMUIC on Warfighting Readiness with verifiable results.
- Managed at least one major command collateral duty (CCC, CPPA, UPC, CFL, CMEO, etc) with documented impact.
- First Class Petty Officers Association (FCPOA) involvement/leadership with documented impact in leadership positions.
- Sailor 360 with strong involvement and documented impact in leadership positions.



## LS CAREER PATH SELECTED RESERVE (SELRES)

- Served as a Command LPO/Unit Leader with documented results on unit, command or joint command, mission, department results, and unit certifications.
- Documented technical in-rate expertise.
- Supply Community involvement/engagement/contribution with documented impact and results.
- Navy Reserve Force/community involvement with documented impact results
- Career enhancing mobilizations should include LPO or Joint Assignment.
- NO GAPS/OVERLAPS in evaluations, Continuity, and have a history of sustained superior performance defined as many of their Individual Trail Averages above RSCA.
- Continued professional and leadership development and a desire for continuous education (Military schools, college courses, correspondence courses, PPME, Lean Six Sigma, Navy Cool Certifications, SEJPME Phase I, etc).
- Earn Enlisted Warfare Qualifications when available at qualifying command.

NOTE: Advanced Leader Development Course (ALDC) will be a prerequisite for advancement to E7 starting in calendar year 2025.

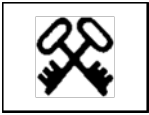
- Suggested recommendations:
- CPO
- LPO
- Instructor Duty
- Recruiting Duty
- LPO
- Instructor/Facilitator
- Logistics Planner
- Master Training Specialist
- Strong in both operational and administrative leadership roles.

### **Considerations for advancement from E7 to E8**

**NOTE:** *Chief Petty Officer Leader Development Course (CPO-LDC) will be a prerequisite for advancement to E-8 commencing with the Fiscal Year 2026 Selection Board.*

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

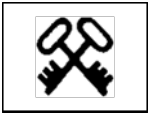
- Identify critical areas of concern and provide recommendations and solutions to logistical challenges.
- Keep a pulse on and forecast logistical needs to ensure mission success and address any concerns that develop over time.
- Possess strong verbal & written communication skills.
- Show constant professional and leadership growth and a desire for continuous education.
- Maintain technical expertise as a logistics subject matter expert while ensuring knowledge of organizations, commands, and communities.
- Possess a understand of the CNO's Battle Orders 2032 & CNRFC's Reserve Fighting Instruction and how it ties in with training the force to meet these demands.
- Understand the increase in responsibility from E7 to E8:
  - The need to grow and develop chiefs
  - Ensuring junior personnel needs are met
  - Addressing any areas that need improvement
  - Provide guidance, mentorship, and training



## LS CAREER PATH SELECTED RESERVE (SELRES)

- Ensuring MCPON's mission, vision, guiding principles, and priorities are followed
- Ensuring command programs and policies are maintained
- Can be flexible and be a conduit between leadership and junior personnel with strong communication skills, both verbal and written
- Understand the key differences between management and leadership
- Be a voice among their peer group and the Chiefs Mess
- Have key leadership roles
- Show expertise in multiple communities and joint experience.
- Have an understanding of Navy policy, strategy, and initiatives to include special programs:
  - Warfighting and Warrior Toughness
  - Get Real, Get Better
  - Call to Action initiatives by MCPON
  - CNO Navigation Plan
  - Navy Reserve Fighting Instructions 2022
  - Navy Reserve Battle Orders 2032
  - Advantage at Sea
  - Navigation Plan
- Personnel assigned as and filling the role of Senior Enlisted Leader or Command Senior Enlisted Leader.
- Personnel assigned to staff; Sailors with exceptional operational and administrative expertise with strong leadership traits.
- Personnel assigned as recruiters, instructors, and facilitators. Examples:
  - Enlisted Leader Development
  - Master Training Specialist
  - Navy Recruiting Command
- Demonstrates contributions and impact on Warfighting Readiness with verifiable results
- Major Command Collateral Duties and high visibility initiatives with documented impact.
- Sailor 360 with strong involvement and documented impact in leadership positions.
- CPO Initiation with strong involvement and documented impact in leadership positions.
- CPOA with strong involvement and documented impact in leadership positions.
- Command collateral duties and high visibility initiatives with documented impact.
- Demonstrated in-rate training with documented impact.
- Supply Community involvement/engagement/contribution with documented impact and results.
- Navy Reserve Force/community involvement with documented impact results
- Education:
  - Completion of CPOLDC
  - Senior Enlisted Academy (SEA)
  - Navy Reserve Unit Management Course (NRUM)
  - Reserve Senior Enlisted Management (RSEM) Course
  - SE-JPME
- Defense Acquisition University
- Career enhancing mobilizations should include SEA, SEL, LCPO or Joint Assignment.
- NO GAPS/OVERLAPS in evaluations, Continuity, and have a history of sustained superior performance defined as many of their Individual Trail Averages above RSCA.
- Earn Enlisted Warfare Qualifications when available at qualifying command.

NOTE: Chief Petty Officer Leader Development Course (CPO-LDC) will be a prerequisite for advancement to E-8 commencing with the Fiscal Year 2026 Selection Board. It is currently a requirement to attend the Senior Enlisted Academy.



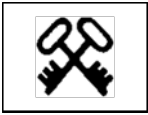
## LS CAREER PATH SELECTED RESERVE (SELRES)

- Suggested recommendations:
  - CMDCS
  - SEL
  - LDO
  - CWO
  - OCS
  - MECP
- Suggested billets:
  - Senior Enlisted Leader
  - Department Head
  - Division or Department LCPO or Head
  - Instructor/Facilitator
  - Contracting
  - Logistics Planner
  - Master Training Specialist

### **Considerations in 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:

- Strong in both operational and administrative leadership roles
- Identify critical areas of concern and provide recommendations and solutions to logistical challenges.
- Keep a pulse on and forecast logistical needs to ensure mission success and address any concerns that develop over time.
- Possess strong verbal & written communication skills
- Show constant professional and leadership growth and a desire for continuous education.
- Maintain technical expertise as a logistics subject matter expert while ensuring an understanding of organizations, commands, and communities.
- Possess a strong understand of the CNO's Battle Orders 2032 & CNRFC's Reserve Fighting Instruction and how it ties in with training the force to meet these demands.
- Involved in the strategic planning & development of Individual Training Plans to meet UMUIC expectations and ensuring a capable warfighting force aligned with CNO's Battle Orders 2032 & CNRFC's Reserve Fighting Instruction.
- Demonstrates and shows diversity in the ability to rotate between commands at prescribed intervals.
- Understand the increase in responsibility from E8 to E9:
  - The ability to council and mentor the TRIAD on the development and growth of junior Officers & enlisted.
  - Provide guidance, mentorship, and training to both Officers & Enlisted.
  - Being the advocate for enlisted personnel to the Commanding Officer and ensuring their needs are met.
  - Ensure Command & Force wide programs and policies are implemented and maintained to standards.
  - Identify any areas within the command that need to be addresses and implement programs and policies to address these areas.
  - Enforcing MCPON's mission, vision, guiding principles and priorities are followed.
  - Flexible and a conduit between leadership and junior personnel with strong communication skills, both verbal and written.
  - Understand the key differences between management and leadership.

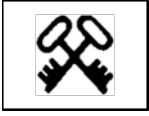


## LS CAREER PATH SELECTED RESERVE (SELRES)

- Be the leadership voice in the Chief's Mess.
- Show expertise in multiple communities and joint experience.
- Have an understanding of Navy policy, strategy, and initiatives to include special programs:
  - Warfighting and Warrior Toughness
  - Get Real, Get Better
  - Call to Action initiatives by MCPON
  - CNO Navigation Plan
  - Navy Reserve Fighting Instructions 2022
  - Navy Reserve Battle Orders 2032
  - Advantage at Sea
  - Navigation Plan
- Personnel assigned and filling the role of the Command SEL in a National / Regional Staff position.
- Personnel assigned to staff; Sailors with exceptional operational and administrative expertise with strong leadership traits.
- Personnel assigned as recruiters, instructors, and facilitators. Examples:
  - Enlisted Leader Development
  - Master Training Specialist
  - Navy Recruiting Command
- Demonstrates contributions and impact on Warfighting Readiness with verifiable results.
- Major Command Collateral Duties and high visibility initiatives with documented impact.
- Sailor 360 with strong involvement and documented impact in leadership positions.
- CPO Initiation with strong involvement in key leadership position or regional season chair with documented impact.
- CPOA involvement/leadership with documented impact. Should hold key leadership position such as president or vice president.
- Major Command Collateral Duties and high visibility initiatives with documented impact.
- Demonstrated in-rate expertise, overseeing in-rate training program with documented impact.
- Supply Community involvement/engagement/contribution with documented impact and results.
- Navy Reserve Force/community involvement with documented impact results
- Education:
  - Senior Enlisted Academy (SEA) or service equivalent.
  - Navy Reserve Unit Management Course (NRUM)
  - Reserve Senior Enlisted Management (RSEM) Course
  - SE-JPME
  - Defense Acquisition University
- Career enhancing mobilizations should include SEA, SEL, LCPO or Joint Assignment.
- NO GAPS/OVERLAPS in evaluations, Continuity, and have a history of sustained superior performance defined as many of their Individual Trail Averages above RSCA.
- Earn Enlisted Warfare Qualifications when available at qualifying command.

NOTE: For all E9 eligible candidates, beginning with the Fiscal Year 2026 Selection Board, the Senior Enlisted Academy will become a mandatory requirement.

- Suggested recommendations:
  - CMDCS
  - CSEL
  - SEA
  - LDO



LS CAREER PATH  
SELECTED RESERVE (SELRES)

- CWO
- OCS
- MECP
- Suggested billets:
  - Command Senior Enlisted Leader
  - Department Head
  - Division or Department LCPO or Head
  - Instructor/Facilitator
  - Contracting
  - Logistics Planner
  - Master Training Specialist