



MA CAREER PATH SELECTED RESERVE (SELRES)



Master at Arms (MA) will individually, or as part of a force, be able to conduct security operations to defeat Level I and II Threats in near-coast, shore and harbor/port environments. Specifically, the MA will: conduct scalable force protection and security for designated assets and critical infrastructure; provide layered defense in an integrated coastal and landward security environment; provide integrated security capabilities, including mobile and fixed defensive operations in support of Commanders performing Homeland Defense and Expeditionary/Combat Operations, law enforcement, corrections, force protection (afloat and ashore), special events and operations with other services, host nation partners and civil authorities.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	MACM	21.1 Yrs	CSEL	N/A	Billet: SEA/SEL/NSF Region Staff, IA MOB Duty: CNIC
23-26	MACM MACS	21.1 Yrs 18.3	CSEL, LDO, REDCOM FPPM	N/A	Billet: SEA/SEL/NSF Region Staff Duty: CNIC, MSRON, CSG, NCIS Qualification: SEA, C-NLDF, NSF Master Specialist, SEA
20-23	MACM MACS MAC	21.1 Yrs 18.3 15.1	CSEL, LDO, REDCOM FPPM	N/A	Billet: SEA/LCPO, Watch Commander, Patrolman, COG, Sentry, Squad/Team Member, CMAA Duty: CNIC, MSRON, CSG, NCIS Qualification: ESWS, EAWS, EXW, NSF Senior/Master Specialist, SEA
16-20	MACS MAC MA1	18.3 Yrs 15.1 10.1	CSEL, LDO, NRC CMAA, REDCOM FPPM	N/A	Billet: SEA/LCPO, Watch Commander, Patrolman, COG, Sentry, Squad/Team Member, CMAA Duty: CNIC, MSRON, CSG, NCIS Qualification: ESWS, EAWS, EXW, NSF Senior/Master Specialist, AT TRASUP, SAMI, ATO, SEA
12-16	MACS MAC MA1	18.3 Yrs 15.1 10.1	CSEL, LDO, NRC CMAA, REDCOM FPPM	N/A	Billet: SEA/LCPO, Watch Commander, Patrolman, COG, Sentry, Squad/Team Member Duty: CNIC, MSRON, CSG, NCIS, EMF Qualification: ESWS, EAWS, EXW, NSF Senior/Master Specialist, AT TRASUP, SAMI, ATO
8-12	MAC MA1 MA2	15.1 Yrs 10.1 5.7	LDO, OCS, NRC CMAA, REDCOM FPPM	N/A	Billet: SEA/LCPO, Watch Commander, Patrolman, COG, Sentry, Squad/Team Member, Duty: CNIC, MSRON, CSG, NCIS, EMF Qualification: ESWS, EAWS, EXW, NSF Senior/Master Specialist, AT TRASUP, SAMI, ATO
4-8	MA2 MA3	5.7 Yrs 30 Months	Naval Academy, OCS, NRC CMAA	N/A	Billet: Patrolman, Sentry, Squad/Team Member, CMAA Duty: CNIC, MSRON, CSG, NCIS, EMF, NRC CMAA Qualifications: EXW, NSF Specialist, AT TRASUP, SAMI



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1-4	MA3 MASN	30 Months 18	Naval Academy, OCS	N/A	Billet: Patrolman, Sentry, Squad/Team Member Duty: CNIC, MSRON, CSG, NSW, EMF Qualifications: EXW, NSF Specialist Pin
1 +/-	MASN MASA MASR Accession Training	18 Months			Recruit Training and all required "A" and "C" schools and training events to be completed prior to reporting to their first unit

Notes:

1. "A" School is required.

2. Rating NECs:

- P01A - Chief Master-At-Arms (CMAA)
- P02A - Military Investigator
- P03A - Harbor Security Patrol Supervisor (1)
- P04A - Harbor Security Boat Training Supervisor (HSB TRASUP) (1)
- P05A - Dog Handler (1)
- P06A - Kennel Master (1)
- P08A - Afloat Corrections Specialist (1)
- P09A - Protective Service Specialist
- P10A - Nuclear Weapons Security Specialist (NWSS) (1)

NEC Notes:

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

3. Promotion boards will be instructed to select the most fully qualified candidates. All Master-At-Arms (MA) must focus on primary duties and qualify to rank and respective TYCOM requirements as quickly as possible. Equally important is maintaining security clearance eligibility, weapons proficiency / Annual Sustainment Training (AST) and worldwide assignability to meet rating needs.

4. SELRES MA's do not have a typical Sea-Shore Flow. SELRES Community, MAC/MACS/MACM must demonstrate a wide diversity of duties and platforms to gain experience to enhance their abilities to leader at the next higher pay grade.

a. MA Billet Selection. It is imperative our top enlisted personnel have experience in the majority of our Security Force Specialties:

(1) SWFPAC, SWFLANT, TACAMO (VQ Det) assignments. These assignments should be considered career enhancing due to the nature of assets protected and the qualifications required. These tours are counted as a Sea Tour for rotational purposes.

(2) Isolated tours in Souda Bay Crete, Diego Garcia, Bahrain, Deveselu Romania, Poland, Chinhae, South Korea, Military Groups/US Embassy detachments.

(3) Independent Duty Ship tours. (Ensure active involvement with the FCPOA/CPO Mess as appropriate to paygrade and holding a major collateral duty in order to be competitive amongst peers and at the selection boards).

(4) Type 4 forward deployed forces (overseas sea duty)

b. Duty Types. Types of duty offer the potential to attain NEC's and warfare designations. MA's should take advantage of these opportunities to stay competitive for advancement:



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(1) Installation Security. MAs provide security and law enforcement support for the Installation Commanding Officer with the mission of protecting installation. MAs assigned to installations do not have the opportunity to obtain a warfare qualification. NECs 717B, 718B, P01A, P02A, and 804A are associated with installation security tours.

(2) Harbor Patrol Unit (HPU). MAs assigned to the HPU operate small craft providing point and area security for waterside assets and ports. Additionally, HPUs may conduct High Value Unit (HVV) escorts. MAs assigned to HPUs do not have the opportunity to obtain a warfare qualification. Although not inclusive in all units, MAs assigned to an HPU may be eligible to qualify for the Small Craft Insignia. NEC 853A, P03A, P04A are associated with HPU tours.

(3) Expeditionary Forces. MAs assigned to the Expeditionary Forces will be assigned to the Maritime Security Squadron (MSRON). MSRON is SEA duty. MAs assigned to the MSRON may be performing duties in boat operations, Riverine Security Team Operations, aircraft security (RAVEN), embarked security (EST), Joint Terminal Air Controller (JTAC), Visit, Board, Search and Seizure (VBSS) and Intelligence, Surveillance and Reconnaissance (ISR) operations. All Sailors must qualify EXWS within a predetermined timeframe established by the member's command not to exceed 30 months from receipt at the command. NECs 717B, 718B, 775B, 804G, 810G, 811G, 827G, 804A and 853A are associated with Expeditionary tours. For the SELRES Community, these type of reserve units are great opportunities and should be one platform for a MAC/MACS/MACM.

(4) Strategic Systems Programs (SSP). MAs assigned to this duty type conduct security operation for strategic assets at either Strategic Weapons Facility (SWF) Atlantic or Pacific. MAs assigned to a SWF are regulated by the Personnel Reliability Program (PRP). MAs assigned to this duty type conduct security operations, HPU, or Military Working Dog (MWD) duties. MAs assigned to SWF do not have the opportunity to obtain a warfare qualification. MAs assigned to SWF are authorized to wear Enlisted Nuclear Weapons Security (NWS) Breast Insignia after maintaining PRP certification for 12 months and after qualification in the highest watch station commensurate with their pay grade. NECs 717B, 718B, 804A, 853A, P10A are associated with SSP tours.

(5) TACAMO (VQ Squadrons). MAs assigned to this duty type conduct security operation for strategic aircraft. MAs assigned to TACAMO are regulated by the PRP. VQ 3 with UIC 55154 and VQ 4 with UIC 42065 are considered sea duty for MAs. Other VQ detachments are considered shore duty. MAs assigned to VQ may have the opportunity to qualify Enlisted Aviation Warfare Specialist (EAWS).

(6) Afloat Security. MAs in this duty type conduct in port and underway security and law enforcement operations onboard LHA, LHD and CVNs. MAs may be used for security operations, ATPF, investigations, brig operations and training for the Ship's Self Defense Force. All MAs assigned to this duty type have the opportunity to qualify as Enlisted Surface Warfare Specialist (ESWS). All Sailors must qualify ESWS within a predetermined timeframe established by the member's command not to exceed 30 months from receipt at the command. MAs assigned to this type of duty may also have the opportunity to qualify as EAWS. NECs P01A, P02A, P08A, and 804A are associated with afloat security tours.

(7) Chief Master-at-Arms (CMAA). MACSs are normally assigned to LPDs. MAIs are normally assigned to CG's and DDG's. These MAs manage the ATPF program, train and qualify the Ship's Self-Defense Force, conduct investigations and perform legal officer functions and assist the Commanding Officer in maintaining good order and discipline. All MAs assigned to this duty type must qualify ESWS within a predetermined timeframe established by the member's command not to exceed 30 months from receipt at the command. NECs P01A and 804A are associated with Afloat Independent Duty CMAA tours.

(8) Military Working Dog (MWD). MWDs are assigned to Installation Security, DEVGRU, and Strategic Weapons Facilities. MWD Handlers/ Kennel Masters may also be assigned to Naval Special Warfare units. MAs may be assigned as MWD Handler, MWD Trainer, Kennel Master or perform Instructor duties. MWD Teams routinely deploy in support of overseas contingency operations, Presidential/ Head of State missions and other VIP/ special event missions. Duty type for MWD Handlers is commensurate with the unit to which they are assigned. Duty rotation operates as a CONUS-OCONUS (or INUS/OUTUS) rotation. Since this is a closed loop program, MWD Handlers do not have the opportunity for a warfare qualification. NEC P05A or P06A is required for MWD



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tours. Warfare qualifications are available only at shipboard/sea-going commands (ESWS and EAWS) and Type 2 or 4 designated NECC/ Naval Special Warfare (EXWS and EIWS) commands. For the SELRES community unless you are coming off active duty, there is little to no opportunity in the MWD program.

(9) Protective Service Detail (PSD). MAs within a PSD are assigned to the Naval Criminal Investigative Service (NCIS). MAs conducting PSD missions provide protection for designated High Risk Personnel (HRP). These duties include site surveys, planning, and pedestrian/vehicle security. MAs assigned to PSD missions do not have the opportunity for a warfare qualification. NEC P09A is required for PSD tours. For the SELRES community this is a special program the MAs are individually screened and selected for these types of missions. SELRES MAs are encouraged to apply for mission critical billets when there is opportunity.

c. Other Tours. In addition to the main duty types, MAs conduct duties that support the NSF, the fleet and other commands. These tours are diverse in nature and are considered SHORE DUTY.

(1) Instructor Duty. MAs are assigned to CENSECFOR and other training centers as instructors. This duty is considered vital to the sustained health of the Naval Security Force (NSF). MAs assigned to Instructor Duty have the opportunity to qualify as a Master Training Specialist.

(2) Staff Duty. MAs are assigned to various TYCOM, FLEET, COCOM and other staffs. These MAs primarily conduct antiterrorism (AT) planning and assessments of subordinate units. Regional NSF staff duty should be looked upon favorably, especially for junior enlisted.

(3) Training and Assessment Teams. STAAT is a subordinate unit within the Naval Criminal Investigative Service (NCIS). MAs assigned to STAAT conduct port, installation and airfield vulnerability assessments to assist Fleet Commanders in anti-terrorism efforts. STAAT also provides Military Working Dog Program assessments and provides Mobile Training Teams for installation security while assisting CNIC with installation certification of security forces. Personnel assigned to STAAT do not have the opportunity for a warfare qualification. MAs assigned to STAAT may be eligible for Master Training Specialist (MTS) and are required to hold the 804A NEC. CNIC Training and Assessment Teams conduct inspections and certifications on the Navy Security Forces of Navy Installations.

(4) Independent Duty Master at Arms (IDMAA). MACSs and MACs may be assigned as IDMAA to Transient Personnel Units, Nuclear School house billets, NAVIDFOR facilities or imbedded in certain deployable units such a Special Warfare or Seabee Battalions. In these billets, the IDMAA will have a variety of roles similar to the CMAA on ships. NECs P02A, 804A, and 804G are associated with IDMAA tours. A Navy Reserve Center (NRC) CMAA should be considered independent duty and is a special program for SELRES.

5. Additional certifications available to MAs:

	NEC	Legacy NEC
Small Arms Instructor	717B	0812
Crew Served Weapons Instructor	718B	0814
Antiterrorism Training Supervisor	804A	9501
Force Protection Boat Coxswain	853A	0190
Master Training Specialist	8MTS	
Military Customs Inspector	No awarded NEC	
RAVEN	No awarded NEC	
VBSS	No awarded NEC	
ATO Level 2	No awarded NEC	
SPED (Security Professional Education Development program is the Department of Defense initiative to professionalize the security workforce).		

6. If attached to a NECC command, member should obtain a Warfare Qualification if time permits.



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7. MA's should try to obtain NEC's when attached to NECC Units, Commissioned Unit and NSF Installations. However, most RC MA's may never have the opportunity to pursue a NEC throughout their career due to belonging to small NRC units.
8. All or a vast majority of RC MA's should obtain at a minimum their Sentry PQS, Urinalysis Program Coordinator (UPC) Certification and complete the MA Correspondence Course through NETC.
9. Members of NSF Units who obtain NEC's as CMAA, CFL's, CCC's and SAMI, with substantiated should be looked favorably upon for advancement.
10. In addition to the above career path, a MA is advanced due to their proven leadership, performance, and qualifications.

Considerations for advancement from E6 to E7

- Shall have a minimum of combined 12 months of leadership positions with documented successful impact (i.e., LPO, watch commander, Mission Commander, Area Supervisor, AT Planner, Trainer, Assist ATO, etc.)
 - NRC CMAA or other in-rate Independent Duty on ADOS or other long-term orders will also satisfy this requirement.
- Candidate shall be Sentry PQS qualified. If a Sailor's qualification is not immediately evident in their records, it is recommended that they submit a letter to the board confirming their qualification status.
 - Special considerations should be given for higher qualifications including but not limited to Patrol, Chief of the Guard, Patrol Supervisor, Watch Commander, ATTWO, Mission Commander).
- AT TRASUP and SAMI NECs with documented impact shall be given special consideration.
- Excelling in primary duties with Sailors excelling under their leadership (SOQ, JSOQ, BJOQ, MAP).
- Shall have earned a warfare pin if assigned to a command or warfare platform, if time and availability permits. NSF Senior Specialist is desired but not available to all SELRES.
- Should have continued professional development, i.e. attending military schools, college courses, completing correspondence courses (Professional Military Education (PME)/Senior Enlisted Joint Professional Military Education (SEJPME).
- Command Collateral duties with documented impact if available.
- Should be at least an active member of FCPOA and preferably holding a cabinet position, with documented success and/or accomplishments.
- Should be involved in the Sailor 360 program, and preferably leading a committee (i.e. training, physical training).
- Special considerations should be given regarding drill schedules and OPTEMPO for Sailor's units. Units drilling quarterly or off-site from an NRC may not be afforded opportunities for regular peer group involvement and/or leadership positions.

Considerations for advancement from E7 to E8

- Prior to selection for E8, candidate should successfully complete an LCPO tour for a combined minimum of 12 months or success in high profile position for paygrade, i.e. Assistant Security Officer, NSF Region staff, serving as CMDCM/CMDCS in incumbent's absence, etc.
 - Completing a mobilization serving as an Operations/Department/Section/Military Investigator- LCPO is desirable.
 - Consideration should also be given to other in-rate Independent Duty on ADOS or other long-term orders.
- Excelling in primary duties with Sailors excelling under their lead (SOY, JSOY, BJOY, MAP).
- Shall have earned a warfare pin if assigned to a command or warfare platform, if time and availability permits. NSF Master Specialist is desired but not available to all SELRES.



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- o Completion of an IA mobilization serving as an Operations/Department/Section/Military Investigator-LCPO.
- o Should have continued professional development, i.e. attending military schools, college courses, completing correspondence courses, SEJPME/Primary PME (PPME), Senior Enlisted Academy (any service), RSEM, Academic achievements and degrees earned.
- o Command Collateral duties with documented impact.
- o Active CPOA involvement and preferably holding a cabinet position with documented success and/or accomplishments.
- o Should be involved in the Sailor 360 program, and preferably leading a committee (i.e. training, physical training).
- o Shall have strong involvement in CPO Initiation with and documented impact. Special consideration should be given to those in leadership positions and committees.

Considerations for advancement from E8 to E9

- Prior to selection for E9, candidate shall successfully complete a LCPO/SEL/SEA tour for a minimum of 12 months or success in high profile position for paygrade, i.e. Assistant Security Officer, NSF Region staff, serving as CMDCM/CMDCS in incumbent's absence, etc.
 - o Completing a mobilization serving as an Operations/Department/Section/Military Investigator-LCPO is desirable.
 - o Consideration should also be given to other in-rate Independent Duty on ADOS or other long-term orders.
- Shall have Senior Enlisted Academy or other service equivalent (required).
- Excelling in primary duties. Sailors excelling under their lead (SOY, JSOY, BJOY, MAP).
- Shall have earned a warfare pin if assigned to a command or warfare platform, if time and availability permits. NSF Master Specialist is desired but not available to all SELRES.
- Should have continued professional development, i.e. attending military schools, college courses, completing correspondence courses, PPME/SEJPME, Senior Enlisted Academy (any service), Academic achievements and degrees earned.
- Command Collateral duties with documented impact.
- Active CPOA/CPO Mess involvement, preferably holding a high-level cabinet position (i.e. president, vice president) with documented success and/or accomplishments.
- Sailor 360 involvement and leading a committee.
- Shall have strong involvement in CPO Initiation with and documented impact. Special consideration should be given to those in leadership positions and committees.

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10854)

CSEL Program - [Pages - CMC_CSC_Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10854)