



MM CAREER PATH SELECTED RESERVE (SELRES)



Machinist's Mates (Surface) (MM) operate and maintain steam turbines and reduction gears used for ship propulsion and auxiliary machinery such as turbogenerators, pumps, and oil purifiers. They also maintain auxiliary machinery outside of main machinery spaces, such as electro-hydraulic steering engines and elevators; operate and maintain desalination plants used to make fresh water from sea water; operating and servicing refrigeration plants and air conditioning systems. They may also operate and maintain compressed gas producing plants.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	MMCM	21.4 Yrs	CSEL	N/A	Billet: CSEL, Training Manager, AOIC, Regional SEL, National SEL Duty: AS, NSYD, ACU, MSRON, NCHB, MSC, NECC Qualification: 8SEA, 8CMC
24-27	MMCM MMCS	21.4 Yrs 17.2	CSEL	N/A	Billet: CSEL, DLCPO, LCPO, 3MC, Regional Staff, National Staff Duty: AS, NSYD, ACU, MSRON, NCHB, MSC, NECC Qualification: EOOW, ETT Coordinator, 8SEA, 8CMC
21-24	MMCM MMCS MMC	21.4 Yrs 17.2 14.6	CSEL	N/A	Billet: CSEL, LCPO, 3MC, Regional Staff, National Staff Duty: AS, NSYD, ACU, MSRON, NCHB, MSC, NECC Qualification: MTS, ATS, 8SEA, 8CMC
17-21	MMCS MMC	17.2 Yrs 14.6	CWO, CSEL	N/A	Billet: CSEL, LCPO, 3MC, Regional Staff, Unit SEL Duty: AS, NSYD, ACU, MSRON, NCHB, MSC, NECC Qualification: Engine Room Operator, EOOW
14-17	MMC MM1	14.6 Yrs 8.7	CWO	N/A	Billet: LCPO, LPO, Engine Repair Tech, STC Mentor Duty: AS, NSYD, ACU, MSRON, NCHB, MSC, NECC Qualification: MTS, ATS
9-14	MMC MM1 MM2	14.6 Yrs 8.7 5.5	STA-21, OCS, LDO	N/A	Billet: LCPO, LPO. Duty: AS, NSYD, ACU, MSRON, NCHB, MSC, NECC Qualification: Prop Plant Mgr, Equipment Operator/ Supervisor, OSL NSYD
6-9	MM1 MM2	8.7 Yrs 5.5	STA-21, OCS, LDO	N/A	Billet: Engine Repair Tech, Shop Qual. Duty: AS, NSYD, ACU, MSRON, NCHB, MSC, NECC Qualification: MTS, ATS



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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
2-6	MM2 MM3	5.5 Yrs 30 Months	STA-21, OCS, Naval Academy	N/A	Billet: Maintenance person, Shop Qual. Duty: AS, NSYD, ACU, MSRON, NCHB, MSC, NECC. Qualification: Equipment/Engine Room/Aux. Machinery Operator
1+/-	MMFN MMSA Accession Training	9 Months			Recruit Training, "A" and "C" Schools.

Notes:

- "A" School is not required for this rating.
- This is not a compressed rating.
- SELRES MM'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.
- When able, SELRES Sailors should earn a Warfare qualification.
- Rating NECs:

741B - High- and Low-Pressure Cryogenic Technician
 742B - Refrigeration and Air Conditioning Systems Technician
 U19A - UNREP Equipment Mechanic
 743B - Shipboard Elevator Hydraulic/Mechanical System Mechanic
 746B - Outboard Engine Maintenance Technician
 U28A - LAMPS MK III RAST Mechanical Maintenceman
 U30A - Auxiliary Systems Technician
 748B - Boiler Repair Technician
 749B - Main Propulsion Steam Generating Plant Inspector
 750B - Automatic Boiler Controls Console Operator
 751B - Electronic Automatic Boiler Controls Maintenance Technician
 761A - NAMTS Hydraulics Repair Technician

NEC Notes:

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



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Considerations for advancement from E6 to E7

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

- Fully Qualified: Unit Leadership position (scope of impact should be considered) and attained requisite qualifications for mobilization billet as documented per community specific guidance (ITP, JQR, etc.).
- Best Qualified: Unit Leadership position with heavy Sailor involvement with documented impact on warfighting readiness and qualified above requirements for mobilization billet. Special consideration should be given to those Sailors whose units receive documented recognition for superb unit performance from a higher authority (e.g., Battle E, Letter/Memo from NRC CO, etc.).
- Significant Command collateral duties with documented impact (e.g., Command Fitness Leader (CFL), Unit Command Career Counselor (UCCC), etc.).
- First Class Petty Officer Association (FCPOA) 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.
- Completion of USMAP or NAMTS should be considered a plus.
- Graduate of Advanced Leader Development Course.

Considerations for advancement from E7 to E8

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

- Fully Qualified: Unit Leadership position (scope of impact should be considered) and attained requisite qualifications for mobilization billet as documented per community specific guidance (ITP, JQR, etc.).
- Best Qualified: Unit Leadership position with heavy Sailor involvement with documented impact on warfighting readiness and qualified above requirements for mobilization billet. Special consideration should be given to those Sailors whose units receive documented recognition for superb unit performance from a higher authority (e.g., Battle E, Letter/Memo from NRC CO, etc.).
- Special consideration should be given to those whose AT/ADT have made a significant contribution towards warfighting readiness as defined by their billet (i.e., a National Admin Staff member will contribute differently than a Unit SEL). Amount of support to UMUIC should also be considered.
- Chief Petty Officer Association 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.
- CSEL Billet
- SurgeMain/RMC: A best and most qualified CPO spends AT as an On-site Leader (OSL).
- Graduate of the CPO Leader Development Course.

Considerations for advancement from E8 to E9

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

- Unit/Region/Tycom leadership position with heavy Sailor involvement and documented impact on warfighting readiness. Special consideration should be given to those Sailors whose units/regions receive NRC/Region/Tycom-level accolades for unit/region performances (scope of impact should be considered).
- CSEL Billet.
- Regional SEL.
- Regional or National position in a Navy Reserve Program or Command (scope of impact should be considered).



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- Special consideration should be given to those whose AT/ADT have made a significant contribution towards warfighting readiness as defined by their billet (i.e., a National Admin Staff member will contribute differently than a Unit SEL). Amount of support to UMUIC should also be considered.
- Chief Petty Officer Association 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.
- Must be a graduate of Senior Enlisted Academy (SEA) or other Service Equivalent school.

Acronym:

ACU	Assault Craft Unit
MSC	Military Sealift Command
MSRON	Maritime Expeditionary Security Squadron
NCHB	Navy Cargo Handling Battalion
NECC	Navy Expeditionary Combat Command
NSW	Naval Special Warfare
NSYD	Naval Shipyard
OSL NSYD	On-site Leader Naval Shipyard
SEL	Senior Enlisted Leader

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit_request.asp?topic=1&request=1&cid=1&cid2=1&cid3=1)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit_request.asp?topic=1&request=1&cid=1&cid2=1&cid3=1)