



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



Minemen (MN) are technicians that are responsible for filling the billets of 5 ratings onboard Mine Warfare Platforms and Operational Ordnance Maintenance and Assembly facilities throughout the world. Mineman serve on MCM class ships, HM squadrons, and LCS MIW mission modules. Mineman fill the billets of BM, GM, MN, OS and STG ratings onboard the MCM platform. The Mineman rating is sea intensive for active duty Sailors in junior paygrades (E1 – E4) and balancing in the mid-pay grades (E6 - E7). This balance in the mid-pay grades is to support leadership needed at operational NMC's throughout the world.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
24-30	MNCM	19.8 Yrs	CSEL	N/A	<p>Billet: CSEL, Dept LCPO, National SEL, Regional SEL</p> <p>Duty: NMC, MSC, NCHB, MSRON, ACU, LCS, Helmineron, SMWDC, EM</p> <p>Qualification: SEA, Production SUP, CSOOW, CICWO, OOD, Journeyman, BWC, NECC Expeditionary Communications Watch Officer</p>
20-24	MNCM MNCS	19.8 Yrs 16.7	CWO, CSEL	N/A	<p>Billet: CSEL, Dept LCPO, Regional Staff, National Staff, OSL NSYD, Task Manager</p> <p>Duty: NMC, MSC, NCHB, MSRON, ACU, LCS, Helmineron, SMWDC, EM</p> <p>Qualification: SEA, Production SUP, 3-M SUP, MTS, CSOOW, CICWO, OOD, NECC Expeditionary Communications Watch Officer, BWC</p>
17-20	MNCM MNCS MNC	19.8 Yrs 16.7 13.2	CWO, CSEL	N/A	<p>Billet: CSEL, LCPO, Regional Staff, National Staff, OSL NSYD, Task Manager</p> <p>Duty: NMC, MSC, NCHB, MSRON, ACU, LCS, Helmineron, SMWDC, EM</p> <p>Qualification: SEA, 3-M SUP, QA, MTS, CSOOW, CICWO, OOD, BWC, Tactical Craft Patrol Leader, NECC Expeditionary Communications Watch Officer, ALDC, CPO-LDC</p>
14-17	MNCS MNC MN1	16.7 Yrs 13.2 9.5	CWO, CSEL	N/A	<p>Billet: LCPO, LPO, Regional Staff, Unit SEL, Task Manager, NROWS UA</p> <p>Duty: NMC, MSC, NCHB, MSRON, ACU, LCS, Helmineron, SMWDC, EM</p> <p>Qualification: 3-M SUP, QA, MTS, CSOOW AREA SUP, CICWS/WO, OOD, BWC, Tactical Craft Patrol Leader, NECC, Expeditionary Communications Watch Officer, ALDC, CPO-LDC, Command/Control/Communications/Computers And Intelligence (C4I) System Engineering, Over-The-Horizon Targeting Command/Control/Communications/Computers and Intelligence</p>



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11-14	MNCS MNC MN1	16.7 Yrs 13.2 9.5	OCS, LDO, CSEL	N/A	Billet: LCPO, LPO, Regional Staff, Unit SEL, Task Manager, NROWS UA Duty: NMC, MSC, NCHB, MSRON, ACU, LCS, Helmineron, SMWDC, EM Qualifications: 3-M SUP, QA, MTS, CSOOW AREA SUP, CICWS/WO, BWC, Tactical, Necc Expeditionary Communications (303) Watch Officer Craft Coxswain, Tactical Craft Patrol Leadertactical Craft Engineer, Tactical Craft Navigator / Radio-Telephone Operator, NECC Expeditionary Communications Watch Officer, Mine Warfare Evaluator (MIWE), ILDC, ALDC, CPO-LDC, Command/Control/Communications/Computers And Intelligence (C4I) System Engineering, Over-The-Horizon Targeting Command/Control/Communications/Computers And Intelligence
8-11	MNC MN1 MN2	13.2 Yrs 9.5 4.2	STA-21, OCS, LDO	N/A	Billet: LCPO, LPO, Maintenance Technician, STC Mentor Duty: NMC, MSC, NCHB, MSRON, ACU, LCS, Helmineron, Qualifications: 3-M SUP, MTS, CSOOW AREA SUP, CICWS/WO, BWC, Individual Combat Skills (ICS), Tactical Craft Coxswain, Tactical Craft Engineer, Tactical Craft Navigator / Radio-Telephone Operator, PMAO, SAMI, Minenet Tactical All Users, CPO-LDC, ILDC, ALDC Command/Control/Communications/Computers and Intelligence (C4I) System Engineering.
5-8	MN1 MN2 MN3	9.5 Yrs 4.2 1.9	STA-21, OCS	N/A	Billet: LPO, Maintenance Tech, Operator Duty: NMC, MSC, NCHB, MSRON, ACU, LCS, Helmineron Qualification: 3M 301, CSOSS, DCPO, POOW, Deck/Armory, Combat, CRF Operational, 2 <sup>nd</sup> Class Swim Cert, Individual Combat Skills (ICS), Tactical Craft Crewman / Gunner, MCM USV Operator, Minenet Tactical All Users, FLDC
1-5	MN2 MN3	4.2 Yrs 30 Months	STA-21, OCS, Naval Academy	N/A	Billet: Operator, Maintenance Technician. Duty: NMC, MSC, NCHB, MSRON, ACU, Ship, Squadron Qualification: 3M 301, CSOSS, DCPO, POOW, Deck/Armory, Combat



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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
1+/-	MN3 MNSN MNSA Accession Training	30 Months 18 Months 9 Months		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

1. "A" School is required for this rating.
2. This is not a compressed rating.
3. SELRES MN'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.
4. Tours at Littoral Combat Ship have longer-than-normal training pipelines. Due to the unique and very specific billets LCS Sailors fill, they are often limited by billet and unable to earn the same qualifications that their counterparts earn on an MCM or an NMC. Additionally, due to the delay in the delivery of LCS MCM Mission Package systems, Minemen currently aboard LCS are expected to qualify and perform in non-traditional core crew roles which should be viewed favorably. Furthermore, Sailors assigned to LCS before 2018 had more opportunities to qualify in LCS MCM watch stations. Whereas Sailors assigned after 2018 have had more opportunities to qualify in more core crew watch stations. **Any qualification aboard LCS should be viewed favorably based on its complexity.**
5. Minemen are the Navy's experts in mine assembly and maintenance. Best qualified MNC/MNCS candidates should have completed NMC tours and favorable consideration shall be given to MNCM candidates who have completed successful tours as a LCPO at a NMC Reserve detachment.
6. When able, SELRES Sailors should try to earn a Warfare qualification.
7. Rating NECs:

W06A - Minesweeping Boatswains Mate  
 707B - AN/SLQ-48(V) Mine Neutralization Systems (MNS) Operator/Maintenance Technician  
 W00A - Submarine Launched Mobile Mine Technician  
 W01A - Underwater Mine Test Set Maintenance Technician  
 W03A - Versatile Exercise Mine System (VEMS) Technician  
 W04A - AN/SQQ-32 (V) 4 Minehunting Sonar Set (MSS) Operator  
 W05A - AN/SQQ-32 (V) 4 Minehunting Sonar Set (MSS) Maintenance Technician  
 767B - MH-60S AIRBORNE MINE COUNTERMEASURES (AMCM) SYSTEMS MAINTENANCE  
 TECHNICIAN  
 783B - MINE WARFARE PLANNER  
 700C - LITTORAL COMBAT SHIP (LCS) MINE COUNTERMEASURES (MCM) MISSION PLANNER  
 AND EVALUATOR  
 700C - LITTORAL COMBAT SHIP (LCS) MINE COUNTERMEASURES (MCM) MISSION PLANNER  
 AND EVALUATOR  
 799B - BASIC MK 18 UNMANNED UNDERWATER VEHICLE (UUV) OPERATOR AND MAINTAINER  
 783B - MINE WARFARE PLANNER  
 804G - Expeditionary Force - Combat Skills  
 800A - LCAC Craftmaster Crew Training Course  
 717B - Small Arms Marksmanship Instructor  
 805A - Naval Instructor



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- 808A - Basic Swimming and Water Survival Instructor
- 8RDC - Recruit Division Commander (RDC)
- P04A - Harbor Security Boat Training Supervisor
- 853A - Force Protection Boat Coxswain
- 718B - Crew Served Weapons (CSW) Instructor

### **NEC Notes:**

- (1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.
- 8. 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**

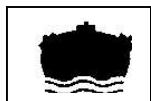
Highly competitive candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

- Warfare qualified (based on opportunity/assignment/mobilization)
- 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.
- Unit LPO or DLPO
- Command collateral duties with documented impact (e.g., Command Fitness Leader (CFL), Unit Command Career Counselor (UCCC), etc.)
- Completion of USMAP or NAMTS should be considered a plus
- Graduate of Advanced Leader Development Course.
- NO gaps in EVAL continuity without the appropriate administrative letter submitted to record.
- Sustained superior performance within the same unit and trending down and to the right for EVALS

### **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 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.
- Enlisted Leadership Development Facilitator
- Unit SEL
- Unit LCPO or DLCPO of large command
- 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
- Graduate of the CPO Leader Development Course.



## MN CAREER PATH SELECTED RESERVE (SELRES)



### **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.
- CPO Enlisted Leadership Development Facilitator
- Unit LCPO or DLCPO of large command
- SEL
- Graduate of Senior Enlisted Academy or other Service Equivalent
- Regional or National position in a Navy Reserve Program or Command
- Regional SEL

### **Acronym:**

ACU	Assault Craft Unit
ALDC	Advanced Leader Development Course
BWC	Battle Watch Caption
CIWS	Close-In Weapons System
CICWO	Combat Information Center Watch Officer
CPO-LDC	Chief Petty Officer Leader Development Course
CSOOW	Combat Systems Officer of the Watch
CSOSS	Combat System Operational Sequencing System
FLDC	Foundational Leader Development Course
HELMINERON	Helicopter Mine Countermeasures Squadron
ILDC	Intermediate Leader Development Course
LCS	Littoral Combat Ship
MSC	Military Sealift Command
MSRON	Maritime Expeditionary Security Squadron
MTS	Master Training Specialist
NCHB	Navy Cargo Handling Battalion
NMC	Naval Munition Commands
NROWS UA	Navy Reserve Order Writing System Unit Administrator
NSW	Naval Special Warfare
NSYD	Naval Shipyard
OOD	Officer of the Deck
OSL NSYD	On-site Leader Naval Shipyard
POOW	Petty Officer of the Watch
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
SMWDC	Naval Surface and Mine Warfighting Development Center

### **Commissioning/Other Special Programs:**

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