



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



Machinery Repairmen (MR) perform intermediate maintenance on assigned equipment and in support of other ships, requiring the skillful use of lathes, milling machines, boring mills, grinders, the power hacksaw and drill press, and various portable machines as well as measuring instruments in a machine shop.

<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>
24-30	MRCM	22.1 Yrs	CSEL	N/A	Billet: CSEL, National SEL, Regional SEL, Unit Leadership, NRC SEL Duty: SURGEMAIN, EXP MAINTENANCE Qualification: Journeyman, Master Tradesman, CSEL, Senior Enlisted Academy (SEA), DCTT, EOOW, RMC, RDO, SW
21-24	MRCM MRCS	22.1 Yrs 15.3	CSEL	N/A	Billet: CSEL, Regional SEL, Regional Staff, National Staff, Unit Leadership, NRC SEL, Machinery Repair Supervisor, OSL NSYD, Task Manager Duty: SURGEMAIN, EXP MAINTENANCE, RPD, ARPD Qualification: Journeyman, Master Tradesman, CSEL, Senior Enlisted Academy (SEA), NEC 811A(3MC), CSC, RDC, RDO, EOOW, DCTT, SW
18-21	MRCS MRC	15.3 Yrs 12.0	CWO, CSEL	N/A	Billet: Regional Staff, Unit Leadership, Shop Task Manager, Unit SEL, NRC SEL, LCPO, Machinery Repair Supervisor, NROWS UA Duty: SURGEMAIN, EXP MAINTENANCE, RPD, ARPD Qualification: Journeyman, Master Tradesman, SEA, NEC 805A (Instructor), RDC, SW
14-18	MRC MR1	12.0 Yrs 8.5	CWO, LDO	N/A	Billet: LCPO, LPO, Machinery Repair Technician, STC Mentor Duty: EXP MAINTENANCE, SURGEMAIN, NMCB, Qualification: Journeyman, postapprentice, QA WCS, NEC 805A (Instructor), 811A (3MC), NEC U33A (Inside Mach.), RDC, SW.



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8-14	MR1 MR2	8.5 Yrs 5.5	STA-21, OCS, LDO	N/A	Billet: LPO, Machinery Repairman, Operator/Maintenance Tech Duty: EXP MAINTENANCE, SURGEMAIN, NMCB Qualification: Post-apprentice, journeyman, QA WCS, NEC 811A(3MC), NEC U31A (Adv. MR), NEC U32A (CNC) NEC U33A NAMTS Inside Machinist, SW.
4-8	MR2	5.5 Yrs	STA-21, OCS, Naval Academy	N/A	Billet: Machinery Repairman, Operator/Maintenance Tech Duty: EXP MAINTENANCE, SURGEMAIN, NMCB Qualification: QA, 3M, Post-apprentice, NEC U31A (Adv. MR), NEC U32A (CNC) NEC U33A NAMTS Inside Machinist, SW.
1-4	MR2 MR3 MRFN MRFA	5.5 Yrs 30 Months 18 Months 9 Months	STA-21, OCS, Naval Academy	N/A	Billet: Machinery Repairman, Operator/Maintenance Tech Duty: EXP MAINTENANCE, SURGEMAIN Qualification: 3M, QA, Post-apprentice, NEC U33A NAMTS Inside Machinist, SW.

**Notes:**

1. "A" School is not required for this rating.
2. This is not a compressed rating.
3. SELRES MRs should show diversity in billets throughout their careers and include Active Duty for Training (ADT), Active Duty Operational Support (ADOS), and mobilizations in support Sea, Shore and Expeditionary Commands. SELRES MRs 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:

U31A - Advanced Machinery Repairman  
U32A - Computer Numerically Controlled Machinist  
U33A - NAMTS Inside Machinist



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**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. MRs are assigned to some ship units. If assigned to a ship unit, it will commonly be in an AS unit. The most common SELRES assignment is in the SURGEMAIN and Expeditionary Maintenance Program with duties Afloat, in shipyards, and at Regional Maintenance Activities.

7. MRs may not be required to hold a security clearance, however, some billets in SURGEMAIN may have security clearance requirements. The Expeditionary Maintenance Unit requires the ability to obtain and maintain a SECRET clearance.

8. In the Expeditionary Maintenance Unit, a MR will have the opportunity to qualify ESWS, otherwise unless a warfare designator is earned on active duty an MR will not typically have the opportunity to earn one. If a member has earned a designator while in the reserves, it is a tremendous accomplishment.

9. In rate mobilizations for MRs is not common. If an individual is mobilized it will be more than likely outside of the MR rating. However, ADOS and ADT orders are more common and are career enhancing opportunities. During mobilizations journey level MRs should strive to be fully qualified in rate. Qualifying or RE-Qualifying up to RDC, RDO, RMC and EOOW should be top priority.

10. Warfighter readiness requires journey level MRCs to be able to integrate into a repair facility or command. The Repair Duty Officer and Repair Duty Chief should be qualifications obtained to further facilitate these commands.

11. Repair Master Chief is a qualification goal the MRCM should obtain. The ability to fill in as an RMC is a great asset to all repair departments.

12. When able the Assistant Reserve Program Director and Reserve Program Director are orders journey level MRs should look to fill. These positions are typically six plus month positions. These positions greatly impact the commands they are attached to by providing insight to the repair department requirement to be filled by SELRES Sailors.

13. Key reserve unit administration and watch standing positions:

- NROWS – Naval Reserve Order Writing System Unit approver
- Unit SurgeMain Training Candidate Mentor (USTC Mentor)
- RMC - REPAIR MASTER CHIEF (AD Watch Standing Qualification)
- RDO - REPAIR DUTY OFFICER (AD Watch Standing Qualification)
- RDC - REPAIR DUTY CHIEF (AD Watch Standing Qualification)
- RPD - Reserve Program Director
- ARPD - Assistant Reserve Program Director

14. Within SurgeMain all regional/national positions are screened billets and with documented impact should be considered a plus.

15. MRs in the Expeditionary Maintenance Competency are expected at the E6 and Chief level to be engaged in leading an engineering training department. Competency 3MC, QAC, DCC, and ESWS lead.



### **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:

- Best and most qualified Machinery Repairman have diversity in manual and CNC machining assignments. Any work done outside shop 31 and 38 or specifically in the valve or pump shops is important. These shops offer career enhancing training on equipment. MRs could be asked to perform repairs on ships and offer a better understanding of how the equipment works.
- Completion of USMAP or NAMTS is a plus.
- NECs are tough to get and show great dedication and should be considered a plus: Within SURGEMAIN all regional positions are screened billets and with documented impact should be considered a plus.
- 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.
- Unit LPO or DLPO.
- Command collateral duties with documented impact (e.g., Command Fitness Leader (CFL), Unit Command Career Counselor (UCCC), etc.
- Graduate of Advanced Leader Development Course.

### **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:

- Best and most qualified MRCs spends AT as an On-site Leader (OSL) at the Depot or IMA levels.
- 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.
- 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.
- 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 the CPO Leader Development Course.
- 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.



### 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 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).
- Regional leadership at the minimum and National leadership is a big plus.
- Regional or National position in a Navy Reserve Program or Command.
- Regional SEL.
- 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.

### Commissioning/Other Special Programs:

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

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