



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



Operations Specialists (OS) operate GCCS, LINK, and C2 equipment on Staff and Operational Watchfloors, supporting Surface, Subsurface, Aviation, and Expeditionary platforms. Their ability to brief, debrief, and deconflict complex tactical scenarios make them a natural fit for Operations Centers. No two OSs will have the same career pattern; however, the successful OS will complete these career milestones in about the same sequence.

<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>
25-30	OSCM	20.1 Yrs	CSEL	N/A	Billet: CSEL, Unit SEL, Flag Staff SEL, Regional SEL, National SEL Duty: CNSG, MSRON, LCS, NSW, Echelon I, II, III or IV Staff Support Unit. Qualification: Journeyman
22-25	OSCM OSCS	20.1 Yrs 18.4	CSEL	N/A	Billet: CSEL, Unit SEL, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: CNSG, MSRON, LCS, NSW, Echelon I, II, III or IV Staff Support Unit. Qualification: CDO, JOC/TOC/Command Center Watch Officer.
19-22	OSCM OSCS OSC	20.1 Yrs 18.4 14.0	CSEL	N/A	Billet: Department LCPO, Unit SEL, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: MSRON, LCS, NSW, Echelon I, II, III or IV Staff Support Unit. Qualification: MSRON Small Boat/Security Force, CDO, LCS I/P OOD, JOC/TOC/Command Center Watch Officer
14-19	OSCS OSC	18.4 Yrs 14.0	CWO, CSEL	N/A	Billet: Department LCPO, Unit SEL, Regional Staff, Unit SEL, Task Manager. Duty: MSRON, LCS, NSW, Echelon I, II, III or IV Staff Support Unit. Qualification: EXW, ESWS, MSRON Small Boat Coxswain/Patrol Leader, ESIT Mission CMDR / TACSUP, Boat/Security Force, CDO, LCS I/P OOD, JOC/TOC/Command Center Watch Officer
10-14	OSC OS1	14.0 Yrs 10.5	LDO, CWO	N/A	Billet: Division CPO, STC Mentor Duty: MSRON, LCS, NSW, Fleet or Operational Watchfloor. Qualification: EXW, ESWS, MSRON Small Boat Coxswain/Patrol Leader, ESIT Mission CMDR / TACSUP, Boat/Security Force, CDO, LCS I/P OOD, JOC/TOC/Command Center Watch Officer



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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
5-10	OS1 OS2	10.5 Yrs 4.7	STA-21, OCS, LDO	N/A	Billet: Any Available (LPO, ALPO) Duty: MSRON, LCS, NSW, Fleet or Operational Watchfloor. Qualification: EXW, ESWS, MSRON Small Boat Coxswain/Patrol Leader, Boat/Security Force, CDO, LCS I/P OOD, JOC/TOC/Command Center Watch Officer, LPO/ALPO, N-Code LPO/ALPO
3-5	OS2	4.7 Yrs	STA-21, OCS, Naval Academy, LDO	N/A	Billet: Any Available (ALPO) Duty: MSRON, LCS, NSW, Echelon I, II, III or IV Staff Support Unit. Qualification: MSRON Small Boat/Security Force, ACDO, LCS I/P POOW, JOC/TOC/Command Center Watch Supervisor
1-3	OS3 OSSN	30 Months 18 Months	STA-21, OCS, Naval Academy	N/A	Billet: Any Available Duty: MSRON, LCS, NSW, Echelon I, II, III or IV Staff Support Unit. Qualification: Specific to Unit's Mission.
1+/-	OSSN OSSA Accession Training	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:

- "A" School is not required for this rating.
- This is not a compressed rating.
- SELRES OS's should show diversity in billets throughout their careers and include Active Duty for Training (ADT), Active Duty for Special Work (ADSW), Active Duty for Operational Support (ADOS) and mobilizations in support of Sea, Shore and Expeditionary Commands.
- When assigned to a billet whose Command has a Warfare Program and member meets all eligibility requirements, OS Sailors should earn applicable Warfare Qualifications.
- Rating NECs:

The following NEC's are obtainable, sustainable, and/or assigned to Reserve Force OS Billets. To support Warfighting Readiness, special consideration should be given to Sailors that acquire the NEC and qualifications assigned to their billet.

702B	Harpoon (AN/SWG-1A) Engagement Planning
704B	Ship Self Defense System (SSDS) MK1 Operator
705B	SSDS MK 2 Advanced Operator
706B	Global Command and Control System-Maritime (4.1) Increment 2 (GCCS-M 4.1 Inc 2) Operator



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775B	Expeditionary - Maritime Security
804G	Expeditionary Force - Combat Skills
805A	Instructor
810G	Maritime Expeditionary Security Force (MESF) Coxswain
811G	Maritime Expeditionary Security Force (MESF) Operator
821A	Naval Control of Shipping Staff Assistant
827G	Maritime Expeditionary Security Force (MESF) Tactical Operations Support
831A	Joint Maritime Staff Operator
W15A	AN/SYS-2 Integrated Automatic Detection and Tracking (IADT) Systems Operator
W19A	Sea Combat Air Controller (SCAC)
W21A	Tactical/Mobile (TacMobile) Operations Control (OPCON) Operator
W23A	Multi-Tactical Digital Information Link Operator (TADIL)
W24A	Interface Control Officer (ICO)

The following NECs are highly technical qualifications that are not obtainable or sustainable by a drilling SELRES OS, and therefore are not applied to SELRES OS billets – but may have been earned on Active Duty. This technical expertise should be recognized as it reflects the traditional Surface Community roots of an Operational Specialist, and compliments the diverse career paths within the Reserve Force.

701B	LCAC Radar Operator / Navigator
W16A	Air Intercept Controller (AIC)
W17A	Supervisory Air Intercept Controller (AIC)
W18A	ASW/SUW Tactical Air Controller (ASTAC)
W20A	ASW/SUW Tactical Air Control (ASTAC) Leadership
W22A	AEGIS Console Operator Track 3

### **NEC Notes:**

(1) There are many ancillary qualifications (e.g. JADOCS) that either augment NEC qualifications, or compliment a diverse OS skillset but don't provide an NEC (e.g. MAGIC), and should be strongly considered if substantiated by scope and impact statements.

6. Consideration should be given to sailors who have displayed sustained superior performance while serving in Naval Special Warfare (NSW) assignments. These assignments include, but are not limited to, Naval Special Warfare Command, NSW Groups, NSW Units, SEAL Teams, Boat Teams and NSW Logistical Support Units. Such assignments may not be typical of the traditional career path, yet still provide unique leadership and career enhancing opportunities valuable to a well-rounded naval career.

7. The Littoral Combat Ship (LCS) is a Sea Special Program that uses a Train to Qualify (T2Q) concept. LCS' hybrid billets require significant training time, up to 18 months. Homesteading should not be seen as derogatory as it recycles experience within the program.

### **Considerations for advancement from E6 to E7**

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

- Unit LPO or DLPO, with documented sustained superior performance; scope, impact, and metrics of Leadership and Technical Proficiency
- Warfare qualified (based on opportunity/assignment/mobilization)
- Designation as Work Center Supervisor, or as applicable by Command, Community, or Platform.
- Documented FCPOA impact; elected position or committee involvement
- Documented Sailor 360 impact; elected or delegated position (boat team lead) or committee involvement
- Collateral duties with documented impact (e.g., MWR, CFL, UCCC, CMEO, DAPA, SAPR, SPC, etc).
- Graduate of Advanced Leader Development Course (ALDC)
- Continuing Education, to include completion of credits or courses using USMAP and/or NavyCOOL



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### Considerations for advancement from E7 to E8

Best qualified candidates for selection as a Senior Chief Petty Officer have met many of the following milestones:

- Unit SEL/LCPO or DLCPO of large command with documented scope and impact
- Regional or Upper Echelon SELs could be executing their AT's ISO Enterprise-Level Leadership efforts, but consideration should be given to those that maintain proficiency as Watch Officer (as applicable).
- Warfare qualified (based on opportunity/assignment/mobilization)
- Graduate of Chief Petty Officer Leader Development Course (CPO-LDC)
- Command, Navy Leader Development Facilitator (C-NLDF, for ELD), with documented impact.
- 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.
- Command collateral duties with documented impact
- National Navy Reserve Policy Board or Navy Reserve Policy Board Member
- E7/E8/E9 Selection Board Recorder
- MOB: IA to a Joint Billet or NSW Support Billet

### Considerations for advancement from E8 to E9

Best qualified candidates for selection as a Master Chief Petty Officer have met many of the following milestones:

- SEL, and/or Acting CMD/CSEL, of Large Command, Region, or Enterprise.
- Unit LCPO or DLCPO of large command with documented scope and impact
- Regional or National position in a Navy Reserve Program or Command
- National Navy Reserve Policy Board or Navy Reserve Policy Board Member
- E7/E8/E9 Selection Board Recorder or Panel Member
- Graduate of Senior Enlisted Academy or other Service Equivalent
- Chief Petty Officer, Navy Leader Development Facilitator (CPO-NLDF), with documented impact.
- 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.
- Command collateral duties with documented impact
- MOB: IA to a Joint Billet or NSW Support Billet

### Acronyms:

LCS	Littoral Combat Ship
MOC	Maritime Operations Center
MSRON	Maritime Expeditionary Security Squadron
NSW	Naval Special Warfare
CNSG	Commander Naval Surface Group
TACRON	Tactical Air Control Squadron

### Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)