



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



Operations Specialists (OS) operate GCCS, LINK, and C4I 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.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
18+	OSCM OSCS OSC	20.1 Yrs 18.4 14.0	LDO, CWO, CSEL Program	N/A	Billet: Any Available in Ech I-V Position: Dept/Div LCPO, Unit SEL Duty: MSRON, LCS, NSW, any unit with a MOC/TOC/JOC, program management Qual: Specific to Mission, Community specific warfare qual, CDO, LCS I/P OOD, MOC/TOC/JOC Watch Officer ELD: CPOLDC, SEA
14-18	OSCS OSC	18.4 Yrs 14.0	LDO, CWO, CSEL Program	N/A	Billet: Any Available in Ech I-V Position: Dept/Div LCPO, Unit SEL Duty: MSRON, LCS, NSW, any unit with a MOC/TOC/JOC, program management Qual: Specific to Mission, Community specific warfare qual, CDO, LCS I/P OOD, MOC/TOC/JOC Watch Officer, specific to mission ProDev: SEJPME/JPME/PPME, NavyCOOL, USMAP, NRUM/RSEM ELD: CPOLDC, SEA
10-14	OSC OS1	14.0 Yrs 10.5	LDO, CWO	N/A	Billet: Any Available in Ech I-V Position: Dept/Div CPO/LPO Duty: MSRON, LCS, NSW, any unit with a MOC/TOC/JOC Qual: Specific to Mission ProDev: JPME/PPME, NavyCOOL, USMAP ELD: OSC – CPOLDC, OS1 – ALDC
5-10	OS1 OS2	10.5 Yrs 4.7	STA-21, OCS, LDO	N/A	Billet: Any Available in Ech III-V Position: LPO, ALPO Duty (Operational): MSRON, LCS, NSW, any unit with a MOC/TOC/JOC Qual: Specific to Mission ProDev: PPME, NavyCOOL, USMAP ELD: OS1 – ALDC, OS2 – ILDC



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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
3-5	OS2	4.7 Yrs	STA-21, OCS, Naval Academy, LDO	N/A	Billet: Any Available in Ech V Position: ALPO desired Duty: MSRON, LCS, NSW, any unit with a MOC/TOC/JOC Qual: MSRON Cox'n/Security Force, ACDO, LCS I/P POOW, MOC/TOC/JOC Watch Supervisor ProDev: NavyCOOL, USMAP ELD: ILDC
1-3	OS3 OSSN	30 Months 18 Months	STA-21, OCS, Naval Academy	N/A	Billet: Any Available in Ech V Duty: MSRON, LCS, NSW, any unit with a MOC/TOC/JOC Qual: Specific to Mission ProDev: NavyCOOL, USMAP ELD: FLDC
1+/-	OSSN OSSA	18 Months 9 Months		N/A	Recruit Training and all schools or training events are required to be completed prior to reporting to their first operational command.

Notes:

1. "A" School is not required for this rating.
2. This is not a compressed rating.
3. SELRES OS'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 of Sea, Shore, Expeditionary and NSW Commands. Strong consideration should be given to Sailors who have demonstrated sustained superior performance while service on long-term ADT, ADOS, MOB (i.e., RESAC 1 or RESAC 6).
4. 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.
5. When assigned to a billet whose command has a warfare program and the member meets all eligibility requirements, OS Sailors should earn applicable Warfare Qualifications.
6. If OSCM/OSCS are qualified as Command, Navy Leader Development Facilitator (C-NLDF, for ELD), course completion metrics must be documented.
7. Continuing Education: Encouraged but not required; may include completion of credits or courses using USMAP, NavyCOOL, Primary Professional Military Education (PPME), Joint Professional Military Education (JPME); for E7 & Above – Senior Enlisted Professional Military Education (SEJPME) I/II.
8. Per NAVADMIN 201/20, Professional Military Knowledge – Eligibility Exam (PMK-EE). Per NAVADMIN 237/23. Enlisted Leader Development (ELD) completion is a requirement to maintain advancement eligibility.
9. Per NAVADMIN 217/23, Senior Enlisted Academy (SEA) is a requirement to maintain advancement eligibility.



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10. 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
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 complements 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

11. Reference the standards from the most recent selection board precept and convening order

Considerations for advancement from E6 to E7

Fully/Best Qualified candidates for selection have met most (if not all) of the following milestones **for advancement to Chief Petty Officer:**

LEADERSHIP: Department/Division/Unit LPO, with documented sustained superior performance; scope, impact, with substantiated metrics of Leadership and Technical Proficiency

QUALIFICATION:

- Warfare qualified (based on opportunity/assignment/mobilization).
- Watch qualifications and impact on unit mission, training/readiness and leadership with substantiated metrics (#s and %s).
- Documented peer mentorship and/or leadership with pro-active involvement and profound impact (e.g., LPO/ALPO, First Class Mess, First Class Petty Officer Association (FCPOA) with substantiated metrics (#s and %s)). Leadership positions are desired.
- Professional development of self, subordinates and peers documented with pro-active involvement and profound impact (e.g., Sailor 360, OS Rate training; with substantiated metrics (#s and %s)).



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- Collateral duties (e.g., MWR, CFL, UCCC, CMEO, DAPA, SAPR); with documented scope/impact and substantiated metrics (#s and %s)).

Considerations for advancement from E7 to E8

Fully/Best Qualified candidates for selection have met most (if not all) of the following milestones **for advancement to Senior Chief Petty Officer:**

LEADERSHIP: Unit SEL/LCPO or Department LCPO, with documented sustained superior performance; scope, impact, and metrics of Leadership and Technical Proficiency.

QUALIFICATION:

- Leadership and development of POIs, CPOs and Wardroom (if able) is expected.
- Warfare qualified (based on opportunity/assignment/mobilization).
- Documented peer mentorship and/or leadership with pro-active involvement and profound impact (e.g., CPO Mess/CPO Association/Mess with substantiated metrics (#s and %s)). Leadership positions are desired.
- CPO Initiation with pro-active involvement and profound impact. Leadership positions are desired.
- Professional development with pro-active involvement and profound impact (e.g., Sailor 360, OS Rate training; with substantiated metrics (#s and %s)).
- Collateral duties (e.g., MWR, CFL, UCCC, CMEO, DAPA, SAPR); with documented scope/impact and substantiated metrics (#s and %s)).
- Command leadership-support with SOQ/Y, MAP-R, Ranking boards.

Considerations for advancement from E8 to E9

Fully/Best Qualified candidates for selection have met most (if not all) of the following milestones **for advancement to Master Chief Petty Officer:**

LEADERSHIP: Unit SEL/DLCPO, with documented sustained superior performance; scope, impact, and metrics of Leadership and Technical Proficiency.

QUALIFICATION:

- Unit SEL (led CPOs)
- Senior Enlisted Academy (SEA)
- Warfare qualified (based on opportunity/assignment/mobilization)
- Echelon I-IV SELs, execution of AT's ISO Enterprise-Level Leadership efforts; documentation appropriate to paygrade in accordance with command mission in block 44 or within electronic service record.
- Chief Petty Officer Mess/Association with pro-active involvement and profound impact (e.g., CPO Mess/CPO Association/Mess with substantiated metrics (#s and %s)). Leadership positions desired.
- CPO Initiation with pro-active involvement and profound impact (with substantiated metrics (#s and %s)). Leadership positions desired.
- Has professional development of CPOs documented with substantiated metrics (#s and %s).
- Collateral duties (e.g., MWR, CFL, UCCC, CMEO, DAPA, SAPR); with documented scope/impact and substantiated metrics (#s and %s)).
- Command leadership-support with SOQ/Y, MAP-R, Ranking boards.
- E7/8/9 Selection Board recorder or other statutory panel member (e.g., RSOY, MAP-R)

Acronyms:

LCS	Littoral Combat Ship
MOC	Maritime Operations Center
MSRON	Maritime Expeditionary Security Squadron
NALE	Naval Amphibious Liaison Element



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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)