



QM CAREER PATH SELECTED RESERVE (SELRES)



Quartermasters (QM) assist the Officer of the Deck and Navigator in all methods of navigation on the bridge aboard ship. They are responsible for the safe navigation of the ship, reliable communication with other vessels and shore stations, and the monitoring and recording of weather. In addition, they maintain ECDIS-N systems, charts, visual signaling instruments, weather monitoring equipment, and records for the ship's log.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	QMCM	24.6 Yrs	CSEL, CWO	N/A	Billet: Sr. Enlisted Advisor, SEL, Program Mgr, Quartermaster. Duty: Afloat/Ashore Staffing CMD, Training CMD, USNS/USS. Qualifications: Qualified Watch Officer.
23-26	QMCM QMCS	24.6 Yrs 16.5	CWO	N/A	Billet: SEL, LCPO, NAV Mgr/Admin, Program Mgr, Quartermaster. Duty: Afloat/Ashore Staffing CMD, Training CMD, USNS/USS. Qualifications: NRU/RSEM, OOD, Qualified Watch Officer/Asst.
20-23	QMCS QMC	16.5 Yrs 13.5	CWO, CSEL, LDO, DCO	N/A	Billet: LCPO, NAV Mgr/Admin, Port OPS, Quartermaster. Duty: ACB, ACU, Afloat/Ashore Staffing Cmd., BMU, LCS, MSC, MSRON, NCAGS, NCHB, Training CMD, USNS/USS, UWO. Qualifications: Qualified Watch Officer/Asst.
16-20	QMCS QMC	16.5 Yrs 13.5		N/A	Billet: LCPO, NAV Mgr/Admin, NEPLO-E, Port OPS, Quartermaster. Duty: ACB, ACU, Afloat/Ashore Staffing CMD, BMU, DSCA, LCS, MSC, MSRON, NCAGS, NCHB, Training CMD, USNS/USS, UWO. Qualifications: ANAV, CONN, CTT/ITT Mgr, Patrol Leader, Qualified Watch Asst/Sup, UUV Supervisor.



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12-16	QMC QM1	13.5 Yrs 9.9	CWO, LDO RDC, Recruiting, Instructor	N/A	Billet: LPO, NAV Admin/Sup/Asst/ NEPLO-E, Port OPS, Quartermaster. Duty: ACB, ACU, Afloat/Ashore Staffing CMD, BMU, DSCA, LCS, MSC, MSRON, NCAGS, NCHB, Training CMD, USNS/USS, UWO. Qualifications: Qualified Watch Sup.
8-12	QM1 QM2	9.9 Yrs 6.1	OCS, STA-21 RDC, Recruiting, Instructor	N/A	Billet: ALPO, WCS, NAV Asst/Spec, NEPLO-E, Port OPS, Quartermaster. Duty: ACB, ACU, Afloat/Ashore Staffing CMD, BMU, DSCA, LCS, MSC, MSRON, NCAGS, NCHB, Training CMD, USNS/USS, UWO. Qualifications: NAV/RTO, QM Journeyman, LCS Core Crew Mission Spec, Qualified Watch Sup/Stander.
4-8	QM2	6.1 Yrs	OCS, Naval Academy, STA-21	N/A	Billet: WCS, NAV Spec, Port OPS, Quartermaster. Duty: ACB, ACU, Afloat/Ashore Staffing CMD, BMU, LCS, MSC, MSRON, NCHB, USNS/USS, UWO. NCAGS Qualifications: Crewman, Expeditionary Maritime Security, RHIB Coxswain, QMOW, Qualified Watch Stander, UUUV Operator.
1-4	QM3 QMSN	30 Months 18 Months	OCS, Naval Academy, STA-21	N/A	Billet: NAV Spec, Quartermaster. Duty: ACB, ACU, BMU, LCS, MSC, MSRON, NCHB, USNS/USS, UWO. Qualifications: Qualified Watch Stander.
1+/-	QMSN QMSA 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.



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Notes:

1. "A" School is required for this rating.
2. This is not a compressed rating.
3. SELRES QM should show diversity in billets throughout their career, which can include Annual Training (AT), Active Duty for Training (ADT), Active Duty for Operational Support (ADOS), and mobilizations in support of Sea, Shore and Expeditionary Commands.
4. When able with the opportunity presented, SELRES Sailors should earn a Warfare qualification.
5. Rating NECs:

800C	LCAC Radar Operator/Navigator
700G	Senior LCAC Navigator
800A	LCAC Operator
701C	LCU Craftmaster
706B	Global Command and Control System-Maritime Operator
721B/777B	Littoral Combat Ship Core Crew Mission Specialist
757B	Unmanned Underwater Vehicle Supervisor
775B	Expeditionary Maritime Security
783B	Mine Warfare Planner
798A/799B/C	RHIB Coxswain
799B	Unmanned Underwater Vehicle Operator
W07A	Tug Master
W12A	Assistant Navigator
W13A	Quartermaster Journeyman
W14A	Harbor Pilot

NEC Notes:

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

Considerations for advancement from E6 to E7

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

- Warfare qualified (based on opportunity/assignment/mobilization).
- Other designations as applicable (CTT, CCC, etc.)
- Supports BJOQ/BJOY/JSOQ/JSOY program. (e.g. Draft packages and board member/chair)
- Support UMUIC ITP qualification.
- First Class Petty Officer Association (FCPOA) (where applicable) 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.
- LPO of department or equivalent.
- Leads other FCPO with documented impact.
- Command collateral duties with documented impact (e.g., Command Fitness Leader (CFL), Unit Command Career Counselor (UCC), etc.).
- Mentors Sailors in-rate with documented impact.
- Completion of USMAP or NAMTS should be considered a plus.
- Completion of additional education courses pertaining to rate (e.g., classroom, Navy Knowledge Online).
- Any NEC or advanced qualification pertaining to rate should be considered a plus.



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Considerations for advancement from E7 to E8

Highly competitive/most fully qualified candidates for selection to Senior Chief Petty Officer have met many or all the following milestones:

- Warfare qualified (based on opportunity/assignment/mobilization).
- **Must** be contributing to the Navy Reserve QM and Surface Warfare communities.
- Chief Petty Officer Association (CPOA) (where applicable) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Chief Petty Officer Initiation (CPOI) 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.
- LCPO of department or equivalent.
- Mentors junior Sailors.
- Leads other CPO with documented impact.
- Mentors junior Officers with documented impact.
- Any NEC or advanced qualification pertaining to rate should be considered a plus.
- Graduate of Navy Reserve Unit Management (NRUM) course.
- Command Enlisted Leader Development Course Facilitator with documented impact is a plus.
- Completion of Primary Professional Military Education.
- Completion of Joint Professional Military Education is a plus.
- Senior Enlisted Leader (SEL) of unit with documented impact.
- Leading Command Collaterals (CCC/ESO/CFL ect.)
- Chair SOQ/SOY/Regional SOQ/SOY
- Training Team Leader

Considerations for advancement from E8 to E9

Highly competitive/most fully qualified candidates for selection to Master Chief Petty Officer have met many or all the following milestones:

- Warfare qualified (based on opportunity/assignment/mobilization).
- **Must** be leading the QM rate for the Navy Reserve.
- Chief Petty Officer Association (CPOA) (where applicable) 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.
- LCPO of department or equivalent.
- Leads and mentors CPO and SCPO with documented impact.
- Mentors junior Officers with documented impact.
- Advises Senior Officers with documented impact.
- Unit SEL or Senior Enlisted Advisor.
- Graduate of Navy Reserve Unit Management (NRUM) course.
- Graduate of Reserve Senior Enlisted Management (RSEM) course.
- Master Enlisted Leader Development Course Facilitator with documented impact is a plus.
- CPO Leader Development Course Facilitator with documented impact is a plus.
- Completion of Primary and Joint Professional Military Education.
- Regional, national, or enterprise level leadership with documented impact.
- Demonstrates technical expertise in the rate.
- Interim CMC to be considered a plus.



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ACRONYMS SPECIFIC TO THE QM RATE INCLUDE:

ACB	Amphibious Construction Battalion
ACU	Assault Craft Unit
ADMIN	Administrator/Administration
ALPO	Assistant Leading Petty Officer
ANAV	Assistant Navigator
ASST	Assistant
BMU	Beach Master Unit
CCC	Command Career Counselor
CMD	Command
CONN	Conning Officer
CPO	Chief Petty Officer
CTT	Command Training Team
DSCA	Defense Security Cooperation Agency
EXP	Expeditionary
GCCS-M	Global Command and Control System-Maritime
ITT	Integrative Training Team
JOOD	Junior Officer of the Deck
LCAC	Landing Craft Air Cushion
LCPO	Leading Chief Petty Officer
LCSRON	Littoral Combat Ship Squadron
LCU	Landing Craft Utility
LPO	Leading Petty Officer
MGR	Manager
MPFUB	Maritime Pre-Positioning Force Utility Boat
MSRON	Maritime Expeditionary Security Squadron
MTS	Master Training Specialist
NAMTS	Navy Afloat Maintenance and Training Strategy
NAV-RTO	Navigation Radio Talker Operator
NAV	Navigator/Navigation
NCAGS	Navy Coordination and Guidance for Shipping
NCHB	Navy Cargo Handling Battalion
NEPLO-E	Navy Emergency Preparedness Liaison Officer – Enlisted
NRUM	Navy Reserve Unit Management
OOD	Officer of the Deck
OPS	Operations
RPEP	Reserve Personnel Exchange Program
RIB	Rigid Inflatable Boat
SPEC	Specialist
SR	Senior
Sup.	Supervisor
USNA	United States Naval Ship
USS	United States Ship
USMAP	United States Military Apprenticeship Program
UUV	Unmanned Underwater Vehicle
UWO	Undersea Warfare Operations
WCS	Work Center Supervisor
QMOW	Quartermaster of the Watch
RSEM	Reserve Senior Enlisted Management
VMS	Voyage Management System

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)