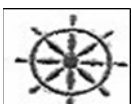


QM CAREER PATH SELECTED RESERVE (SELRES)



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. No two QMs will have the same career pattern; however, on average, the successful QM will complete these career milestones in about the same sequence indicated.

| 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, RPEP | 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 | | N/A | Billet: SEL, LCPO, NAV Mgr./Admin., Program Mgr., Quartermaster. Duty: Afloat/Ashore Staffing Cmd., Training Cmd., USNS/USS. Qualifications: NRUM/RSEM/SEA Graduate, OOD, Qualified Watch Officer/Asst. |
| 20-23 | QMCS QMC | 16.5 Yrs 13.5 | | N/A | Billet: LCPO, NAV Mgr./Admin., Port OPS, Quartermaster. Duty: ACB, ACU, Afloat/Ashore Staffing Cmd., BMU, LCS, MSC, MSRON, NCAGS, NHCB, Training Cmd., USNS/USS, UWO. Qualifications: Harbor Pilot, JOOD, Qualified Watch Officer/Asst., Tug Master. |
| 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, NHCB, Training Cmd., USNS/USS, UWO. Qualifications: Asst. NAV, CONN, CTT/ITT Mgr., Patrol Leader, Qualified Watch Asst./Sup., UUV Supervisor. |



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



| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO PROMOTE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|---------------------------------------|-------------------------|---|----------------|---|
| 12-16 | QMC QM1 | 13.5 Yrs 9.9 | CWO, LDO | 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, NHCBC, Training Cmd., USNS/USS, UWO. Qualifications: Coxswain, Craft Master, LCAC Radar Operator/NAV, Mine Warfare Planner, MTS, MPFUB Operator, Qualified Watch Sup. |
| 8-12 | QM1 QM2 | 9.9 Yrs 6.1 | OCS, STA-21 | 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, NHCBC, Training Cmd., USNS/USS, UWO. Qualifications: CTT/ITT, GCCS-M Operator, 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, NHCBC, USNS/USS, UWO. Qualifications: Crewman, Exp. Maritime Security, RIB Coxswain, QMOW, Qualified Watch Stander, UUV 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, NHCBC, 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. |



QM CAREER PATH SELECTED RESERVE (SELRES)



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 try to earn a Warfare qualification.
5. Rating NECs:

| | |
|-----------|---|
| 701B | Landing Craft Air Cushion Radar Operator/Navigator |
| 701C | Landing Craft Utility Craft Master |
| 706B | Global Command and Control System-Maritime Operator |
| 721B/777B | Littoral Combat Ship Core Crew Mission Specialist |
| 757B | Unmanned Underwater Vehicle Supervisor |
| 774B | Expeditionary Maritime Security |
| 783B | Mine Warfare Planner |
| 798A/799C | RIB 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).
- 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.
- LPO of department or equivalent.
- Command collateral duties with documented impact (e.g., Command Fitness Leader [CFL], Unit Command Career Counselor [CCC], etc.).
- Graduate of Advanced Leader Development Course.
- 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.



QM CAREER PATH SELECTED RESERVE (SELRES)



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).
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Chief Petty Officer (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.
- 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 the CPO Leader Development 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.
- **Must** be contributing to the Navy Reserve QM and Surface Warfare communities.

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).
- 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.
- LCPO of department or equivalent.
- Leads and mentors CPO 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.
- **Must** be a graduate of Senior Enlisted Academy (SEA) or other Service Equivalent school.
- Master Enlisted Leader Development Course Facilitator with documented impact is a plus.
- CPO Leader Development Course Facilitator with documented impact is a plus.
- Regional, national, or enterprise level involvement with documented impact.
- Demonstrates technical expertise in the rate.
- **Must** be leading the QM rate for the Navy Reserve.



QM CAREER PATH SELECTED RESERVE (SELRES)



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 |
| 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=10000)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10000)