



SB CAREER PATH SELECTED RESERVE (SELRES)



<p>Reserve Special Warfare Boat Operators (SB) provide support to Naval Special Warfare (NSW) Active-Duty Commands and Special Operations initiatives in support of ongoing planned and emergent NSW Global Force Management requirements that include operational planning, organic and joint national exercises and DEPOD taskings. Reserve SBs support and perform maritime special operations in open ocean, littoral, and riverine environments in support of active-duty components and mission requirements. They are experts in special operations tactics, small unit leadership, detailed mission planning, cultural awareness, advanced weapons tactics, preventative and corrective craft maintenance, tactical communications, long-range, over the horizon, and riverine navigations, tactical combat medicine and intelligence operations. Every member of a Special Boat Team receives in-depth cross training to enable them to perform in multiple positions aboard special operations combatant-craft.</p>					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	INACTIVE /ACTIVE ORDERS	TYPICAL CAREER PATH DEVELOPMENT
25-30	SBCM	22.7 Yrs	CMC, SEL	N/A	<p>INACTIVE ORDERS: Billet: NRU SEL Duty: SWCC Unit 18, NSWTF 17/18, GRP 11 HQ</p> <p>Billet: Command SEL Duty: Special Boat Team, SEAL Team, SRT, NSW Groups, NSWCCEN</p>
21-25	SBCM	22.7 Yrs	CMC, SEL	60 / 9 Months	<p>INACTIVE ORDERS: Billet: NRU SEL Duty: SWCC Unit 18, NSWTF 17/18, GRP 11 HQ</p> <p>Billet: OPS LCPO Duty: Special Boat Team, SEAL Team, SRT, NSW Groups, NSWCCEN</p>
17-21	SBCM SBCS SBC	21.3 Yrs 16.9 12.2	SEL, CWO	60 / 9 Months	<p>INACTIVE ORDERS: Billet: DET LCPO, TRP LCPO, TRNG LCPO, OPS LCPO, NRU SEL Duty: SWCC Unit 18, LSU 17/18, NSWTF 17/18, GRP 11 HQ</p> <p>Billet: TRP LCPO, TRNG LCPO, OPS LCPO Duty: Special Boat Team, SEAL Team, SRT, NSW Groups, NSWCCEN</p>
14-17	SBCS SBC	16.9 Yrs 12.2	CWO	60 / 9 Months	<p>INACTIVE ORDERS: Billet: Operator, DET LCPO, TRP LCPO, TRNG LCPO, OPS LCPO Duty: SWCC Unit 18</p> <p>Billet: TRP LCPO, TRNG LCPO, OPS LCPO, NSWTE LCPO Duty: Special Boat Team, SEAL Team, SRT, NSW Groups, NSWCCEN</p>

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

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	INACTIVE /ACTIVE ORDERS	TYPICAL CAREER PATH DEVELOPMENT
10-14	SBCS SBC SB1	16.9 Yrs 12.2 7.6	CWO	60 /9 Months	INACTIVE ORDERS: Billet: Operator, DET LPO/LCPO, TRP LCPO, TRNG LPO/LCPO, OPS LCPO Duty: SWCC Unit 18 Billet: Operator, NSWTE LPO/LCPO, TRP LCPO, TRNG LPO/LCPO, OPS LCPO Duty: Special Boat Team, SEAL Team, SRT, NSW Groups, NSW CEN
A TYPICAL SELRES SB WILL HAVE COMPLETED 6-10 YEARS OF ACTIVE DUTY AS OUTLINED BELOW PRIOR TO TRANSFERRING TO THE NAVY RESERVES. THE REST OF THIS CAREER PATH IS SPECIFIC TO THE MEMBER'S RESERVE CAREER.					
2-10	SB1 SB2 SB3	6.7 Yrs 2.5 1.4	STA-21, MECF, OCS, Naval Academy, NSW DG, NROTC, SRT	60 Months	1 st /2 nd Operational Tour Billet: SWCC, Boat Crew Leader, Troop Lead Navigator. Duty: Team, Squadron, NSW DG. Qualification: Chief Engineer, Boat Captain, Patrol Officer (SWCC Basic/Senior/Master)
0-1+	SB3 SBSN SBSA Accession Training	1.4 Yrs	Special Operations Tactical Medic (NEC O91A)		Recruit Training and all initial skills training events required to be completed prior to reporting to their first operational command

Notes:

- In 2020, Naval Special Warfare (NSW) established Career Leadership Milestone tracking Navy Enlisted Classifications (NECs) to denote completion of milestone tours within specific Active-Duty/Active Component NSW commands. These NECs are awarded only after the successful completion of leadership milestone tours with the Active Component and Professional Military Education (PME) requirements (Ref COMNAVSPECWARCOMINST 1414.6A). The below tables list the applicable SB Career Leadership Milestone NECs within these specific commands:

Special Boat Team (SBT)/Training Command		NSW Development Group (NSWDG)		Special Reconnaissance Team (SRT)	
NEC	Milestone	NEC	Milestone	NEC	Milestone
O52A	SWCC Operator	O29A	D&E Operator	-	-
O52L	LPO (per Para 6.a)	O29L	MOB LPO	O22L	SQUAD LPO
O52C	DET LCPO	O29C	MOB TM LCPO	-	-
O52T	Troop LCPO	O29T	MOB TRP LCPO	-	-

- If a SELRES member has any of the associated leadership milestone NECs from their time on Active

SB CAREER PATH
SELECTED RESERVE (SELRES)

Duty, then the board **MUST** consider that SELRES member to be milestone complete. If a SELRES member does not have an NEC from Active Duty then the milestone for each SELRES member is laid out in paragraphs 1,2,3,4, and 5.

- For SELRES, completion of NSW Leadership courses (NSW/NSWDG LPO Course; NSW Platoon Leaders/NSWDG Team Leader Course; and NSW/NSWDG Troop LCPO Course) meet all requirement for Enlisted Leader Development Courses of Instruction as per NAVADMIN 237/23. The Selection board **MUST** consider ELD complete for each paygrade if the member has completed the rank applicable NSW Leadership Course.
- Legacy Blk 29:
 - (PLT LPO) SRT Team PLT LPO: is a legacy leadership term used until 15 November 2024 and considered MILESTONE COMPLETE to determine “fully qualified.”
 - (BCS LPO, BCT LPO, and CQT LPO): BCS LPO, BCT LPO, and CQT LPO are legacy leadership terms used between 16 NOV 2021 to 15 NOV 2022 and considered MILESTONE COMPLETE to determine “best and fully qualified:”
- A Memorandum for the Record (MFR) on command letterhead, signed by the CO of SEAL Team EIGHTEEN or NR Special Boat Unit EIGHTEEN to the service member, validates LPO/LCPO milestone completion during a time frame that meets the milestone and is not annotated in a regular report. This MFR may substitute for the commensurate leadership milestone NEC in the event that it has not yet been entered into the members OMPF / ESR while serving in the Active Component. Any MFR annotating a milestone completion **MUST** be signed by a Naval Special Warfare (NSW) command reporting senior, as referenced above. Selection Board eligible members can include a copy of the MFR in their Letter to the Board package.
- Active-Duty orders: Any successful completion of a combination of mobilization, ADOS, Recall, AT, or ADT orders completed consecutively or separately will be considered cumulative.
- **Milestone Caveat Clause:**
 - NSW E6/E7/E8 SO/SB personnel may be assigned to formalized positions of increased rank and responsibility within the NSW enterprise or externally within the Joint Force. If these positions of greater responsibility justify advancement opportunities outside the standard pathways inherent to the NSW ECP, appropriate recognition and consideration should be given. FORCM visibility and approval is required before any Milestone complete NEC and MFR is issued from Echelon III or IV Commanders.
 - Example: Due to the unique operational demands inherent to SOF, NSW E7/E8 SO/SB will be required to fulfill specific requirements outside of the typical IDTC. SO/SB personnel can be required to deploy to a specific Joint Operations Area (JOA) to lead, advise, plan, C2, and/or execute special operations at the JSOTF, JTF, or similar O-6 staff level. As directed by NSW TYCOM Commander and FORCM, to fulfill TSOC operational mission-critical requirements. In such cases, these ADHOC deployments can be recognized as fulfilling the criteria for "BEST and Fully Qualified" for promotion and should be considered for concurrent completion of the appropriate NSW NEC milestone.
- Letter to the Board must include supporting documents that verify all **MUST** requirements.
- 1. **In addition to the above career path, an SB is advanced based on proven leadership, performance, and required qualifications commensurate with pay grade.**
- 2. **Considerations for determining “Fully Qualified” for advancement from E6 to E7**

SB CAREER PATH
SELECTED RESERVE (SELRES)

- a. **MUST** successfully complete LPO/E6 milestone tours.
- b. If SELRES completed DET LPO, TRNG LPO, OPS LPO on active duty prior to affiliating with the US Navy Reserves, the board **MUST** consider this milestone completion.
- c. **MUST** be a qualified SWCC Senior.
- d. **MUST** have completed a leadership milestone position as outlined in para (6a).
- e. **MUST** complete the NSW LPO Course or NSW DG LPO Course.

Considerations for determining “Best Qualified” for advancement from E6 to E7

- f. **SHOULD** complete Career Education Program (CEP1) Joint Fundamentals.

3. Considerations for determining “Fully Qualified” for advancement from E7 to E8

- a. **MUST** successfully complete LCPO/E7 milestone tours.
- b. If SELRES completed Operations, Training, Detachment LCPO on active duty prior to affiliating with the US Navy Reserves, the board **MUST** consider this milestone completion.
- c. **MUST** be a qualified SWCC Senior.
- d. **MUST** have completed a leadership milestone position as outlined in para (6b).
- e. **MUST** complete the NSW Platoon Leaders Course or NSW DG Team Leader Course.

Considerations for determining “Best Qualified” for advancement from E6 to E7

- f. **SHOULD** complete Career Education Program (CEP2) Enterprise Management.

4. Considerations for determining “Fully Qualified” for advancement from E8 to E9

- a. **MUST** successfully complete LCPO/E8 milestone tours.
- b. If SELRES completed Operations, Training, Detachment LCPO on active duty prior to affiliating with the US Navy Reserves, the board **MUST** consider this milestone completion.
- c. **MUST** be a qualified SWCC Master.
- d. **MUST** have completed a leadership milestone position as outlined in para (6c).
- e. **MUST** complete Career Education Program (CEP 3) Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) or a service equivalent Senior Enlisted Academy.
- f. **MUST** complete Reserve Senior Enlisted Management (RSEM).

- 5. Assignments outside of a Special Boat Team or Naval Special Warfare Development Group are considered diversity and are enhancing for an individual’s career.** These diversity tours do not replace the required career milestone for each pay grade. Examples include, but are not limited to, USSOCOM, Theaters Special Operations Command (TSOC), NSW Unit/Detachment (Det), Naval Special Warfare Command (CNSWC), NLEAD, Recruit Training Command Great Lakes, Navy

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

Personnel Command Bureau of Personnel, Navy Senior Enlisted Academy, or any NSW Group.

6. SWCC Milestone Leadership Positions:

a. E6 Milestone Positions

SB Milestone Leadership Positions		
Milestone Position	Completion Timeline	Block 29 Short Title
Operator/Crewman/LPO	9-months (Active)	Operator/LPO
Detachment LPO	12-months (Inactive)	DET LPO

OR

Detachment/Operations/Training LPO	16-months (Inactive)	DET LPO/OPS LPO/TRNG LPO
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b. E7 Milestone Positions

SB Milestone Leadership Positions		
Milestone Position	Completion Timeline	Block 29 Short Title
Detachment/Operator/Operations/Training LCPO	9-months (Active)	DET/Operator/OPS/TRNG LCPO
Training/Troop LCPO	12-months (Inactive)	TRNG LCPO/ TRP LCPO/TRP SEA

OR

Training/Troop LCPO	16-months (Inactive)	TRNG LCPO/TRP LCPO/TRP SEA
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c. E8 Milestone Positions

SB Milestone Leadership Positions		
Milestone Position	Completion Timeline	Block 29 Short Title
Operations LCPO	9-months (Active)	OPS LCPO
Operations LCPO	12-months (Inactive)	OPS LCPO

OR

Operations LCPO	16-months (Inactive)	OPS LCPO
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Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://navy.mil/Commissioning-Programs)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://navy.mil/Pages/CMC-CSC-Program)