



SB CAREER PATH SELECTED RESERVE (SELRES)



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 DEPORD 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.

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	CSEL	N/A	<p>INACTIVE ORDERS: Billet: NRU SEL Duty: SWCC Unit 18, NSWTF 17/18, GRP 11 HQ</p> <p>ACTIVE ORDERS: Billet: Command SEL Duty: Special Boat Team, SEAL Team, SRT, NSW Groups, NSWCCEN</p>
21-25	SBCM	22.7 Yrs	CSEL	60/9	<p>INACTIVE ORDERS: Billet: NRU SEL Duty: SWCC Unit 18, NSWTF 17/18, GRP 11 HQ</p> <p>ACTIVE ORDERS: 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	CSEL, CWO	60/9	<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>ACTIVE ORDERS: 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	CSEL, CWO	60/9	<p>INACTIVE ORDERS: Billet: Operator, DET LCPO, TRP LCPO, TRNG LCPO, OPS LCPO Duty: SWCC Unit 18</p> <p>ACTIVE ORDERS: Billet: TRP LCPO, TRNG LCPO, OPS LCPO, NSWTE LCPO Duty: Special Boat Team, SEAL Team, SRT, NSW Groups, NSWCCEN</p>

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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
10-14	SBCS SBC SB1	16.9 Yrs 12.2 7.6	DCS, CSEL, CWO	60/9	<p>INACTIVE ORDERS: Billet: Operator, DET LPO/LCPO, TRP LCPO, TRNG LPO/LCPO, OPS LCPO Duty: SWCC Unit 18</p> <p>ACTIVE ORDERS: Billet: Operator, NSWTE LPO/LCPO, TRP LCPO, TRNG LPO/LCPO, OPS LCPO Duty: Special Boat Team, SEAL Team, SRT, NSW Groups, NSWCEAN</p>
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, OCS, Naval Academy, DCS, CWO, Special Operations Combat Medic (SOCM), Special Operations Tactical Medic (SOTM)	60	<p>1st/2nd Operational Tour Billet: SWCC, Boat Crew Leader, Troop Lead Navigator. Duty: Team, Squadron, NSWDCG. Qualification: Chief Engineer, Boat Captain, Patrol Officer (SWCC Basic/Senior/Master)</p>
0-1+	SB3 SBSN SBSA Accession Training	1 Yr			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 NSW commands. These NECs are awarded only after the successful completion of the leadership milestone tours listed in para 6 and Professional Military Education (PME) requirements. The below tables list the applicable SB Career Leadership Milestone NECs within these specific commands:

NEC	Milestone
O52A	SWCC Operator
O52L	LPO
O52C	DET LCPO
O52T	Troop LCPO

NEC	Milestone
O29A	D&E Operator
O29L	MOB LPO
O29C	MOB TM LCPO
O29T	MOB TRP/S&T LCPO

NEC	Milestone
O22L	PLT LPO
-	-
-	-

- Starting in Calendar Year 2025 (Fiscal Year 2026 Board), completing Career Education Program (CEP 3) Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) or the Navy Senior Enlisted Academy is required for a member to be considered “best and fully qualified” for advancement from E8 to E9 (Ref: NAVADMIN 217/23).

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- 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. The Selection board **MUST** consider ELD complete for each paygrade if the NSW SELRES has completed one of the 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 “best and fully qualified.”
 - (Team LPO and Team LCPO): Team LPO and Team LCPO are legacy leadership terms used between 16 NOV 2016 to 15 NOV 2020 and considered MILESTONE COMPLETE to determine “best and 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. Selection Board eligible members can include a copy of the MFR in their Letter to the Board package.
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 “best qualified” for advancement from E6 to E7**
 - 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 NSWDG LPO Course.
 - f. **SHOULD** complete Career Education Program (CEP1) Joint Fundamentals.
 3. **Considerations for determining “best 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.

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- d. **MUST** have completed a leadership milestone position as outlined in para (6b).
 - e. **MUST** complete the NSW Platoon Leaders Course or NSWDG Team Leader Course.
 - f. **SHOULD** complete Career Education Program (CEP2) Enterprise Management.
4. **Considerations for determining “best 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 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
<u>OR</u>		
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
<u>OR</u>		
Training/Troop LCPO	16-months (Inactive)	TRNG LCPO/TRP LCPO/TRP SEA

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
<u>OR</u>		
Operations LCPO	16-months (Inactive)	OPS LCPO

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit_request.asp?topic=1&request=1&cid=16853&cid2=16853&cid3=16853)
 CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit_request.asp?topic=1&request=1&cid=16853&cid2=16853&cid3=16853)