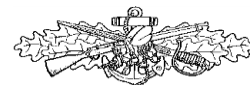




**BU CAREER PATH
SELECTED RESERVE (SELRES)**

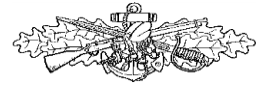


Builder (BU): Makes up the largest segment of the Naval Construction Force. BUs work as rough and finish carpenters, roofers, concrete finishers, masons, painters, bricklayers and cabinet-makers. Construction skills performed include: erecting wood, masonry, concrete and steel structures; installing interior finish work, sheet rock, paneling, ceramic tile walls, suspended ceilings, floor coverings, millwork and trim; operating carpentry shops, cabinet-making shops and tool and equipment repair shops; mixing, placing and finishing concrete to include building forms for concrete construction, operating concrete batch plants, portable concrete mixers and other concrete finishing tools and equipment; building wharves, bridges, and other heavy timber structures; reading and interpreting blueprints and preparing sketches for projects; making estimates of material, labor, and Civil Engineering Support Equipment (CESE) requirements. Combat skills performed include: Embarkation via airlift/sealift; Chemical, biological and radiological (CBR) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT) and airfield damage repair (ADR) teams; performing camp security (e.g. guard duty, obstacle construction, observation posts, patrols for squad/platoon sized elements, convoys with various numbers of troops and CESE, and communications set up). Individuals obtain small arms qualifications, advanced first aid training and crew-served weapons qualifications.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	CUCM	20.4 Yrs	CMDCM, SEL	N/A	Subsequent Tours.
24-27	CUCM CUCS	20.4 Yrs 17	CMDCM, SEL, Company Chief	N/A	Billet: CMDCM Duty: NCR, NAVFAC, CSFE/CECOS
21-24	CUCM CUCS BUC	20.4 Yrs 17 14.8		N/A	Billet: CMDCM, NMCB Company Chief Duty: NMCB, NSW, NAVFAC
18-21	CUCS BUC BU1	17 Yrs 14.8 10		LDO, OCS, MECP, SEL, Equal Opportunity Advisor,	N/A
15-18	CUCS BUC BU1	17 Yrs 14.8 10		N/A	Billet: Project Manager, Platoon CDR, Detail AOIC, Company Ops Chief, QC Chief, CPOIC Duty: NMCB, ACB, DEVGRU, NSW, NSW CSSD
12-15	BUC BU1 BU2	14.8 Yrs 10 5.7	LDO, OCS, MECP, SEL, Equal Opportunity Advisor,	N/A	Billet: Operations Chief, Duty: CBMU, CBC, SRG, NCR, NSW



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



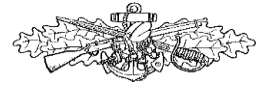
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	BU1 BU2	10 Yr 5.7	LDO, OCS, MECP, STA21, Special Warfare Support Activity Duty	N/A	Billet: LPO, Crew Leader, Quality Control Representative, Safety Representative, Tech Security Specialist Duty: NMCB, ACB
5-8	BU2 BU3	5.7 Yr 3.3	STA-21, OCS, MECP	N/A	Billet: Recruiter, Crew Leader Duty: CBMU, CBC, SRG, NCR
1-5	BU2 BU3	5.7 Yrs 3.3		N/A	Billet: Basic trades Duty: NMCB, CBC, CBMU, EODSU Qualification: SCWS
1+/-	BUCN BUCA Accession training	9 Months			Recruit training, "A" School, and ECS (NEC 804G) if initial billet is NECC.

Notes:

1. "A" school is required for this rating.
2. This is a compression rating.
3. **E8 and E9 SEABEE RATINGS:** Three of the seven Seabee ratings compress to one rating at the E8 level. The remaining four compress at the E9 level.
 - a. CUCM – CUCS – BU/SW/EA
 - b. EQCM – CM/EO
 - c. UCCM – CE/UT
4. **SEABEE NECs:**
NECs earned during active duty may be retained, but not guaranteed. Any NEC may be challenged/earned based upon civilian occupation and training documentation. NECs held are not indicative of career motivation.
5. **TRAINING:** Important to remember that majority of "C" School NECs are dropped once an individual is advanced to E7. NECs held are not indicative of career motivation.
6. **OCCUPATION FIELD 7 (OF-7) RATING:** Ratings in which primary technical focus is construction.
7. **WARFARE QUALIFICATION:** The Seabee Combat Warfare (SCW) specialist warfare qualification designation was established in 1992. Qualifying units are a Naval Mobile Construction Battalion, (NMCBs), the Amphibious Construction Battalion (ACB), and the two Underwater Construction Teams (UCTs). The Expeditionary Warfare Specialist (EXW) warfare qualification designation was established in 2006. Qualifying commands are Coastal Riverine Groups/Squadrons, Navy Expeditionary Logistics units (includes Navy Cargo Handling Battalions and Navy Expeditionary Logistic Regiments).
8. **CHALLENGING ASSIGNMENTS:**



BU CAREER PATH SELECTED RESERVE (SELRES)



- a. **OVERSEAS CONTINGENCY SUPPORT ASSIGNMENTS:** Unaccompanied billets lasting from 6 to 18 months located in Afghanistan, Djibouti, and various other locations. These billets are sea duty and offer advantages towards advancement.
- b. **SPECWAR/SPECOPS:** More billets supporting these specific units have been created. The SPECWAR and SPECOPS communities are in need of Seabees, especially the CM and EO ratings. These units have sea and shore duty components. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets.
- c. **NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCBs):** This arduous, demanding sea duty is the bread & butter of the Naval Construction Force. While current rotation varies, typical homeport period is 12 months followed by 6 month deployment. This type duty offers better leadership opportunities. NMCB's are home ported in Port Hueneme, CA and Gulfport, MS.
- d. **AMPHIBIOUS CONSTRUCTION BATTALIONS (ACBs):** Provides ship to shore transportation of fuel, materials, and equipment by means of barge ferry operations. ACBs construct elevated and floating causeway piers, install ship to shore fueling systems, erect medium-size portage-support camps, and provide camp support, perimeter defense, and construction support. Deployments are numerous and short-term. Each ACB has a sea and shore component. Currently, ACBs are home ported in San Diego, CA and Little Creek, VA.
- e. **RECRUITING/RECRUIT DIVISION COMMANDER/INSTRUCTOR:** These billets are challenging leadership positions associated with the process of "Sailorization". These challenging shore assignments offer huge advantages towards advancement. Must be SCW qualified and have a history of sustained superior performance to qualify for these billets.

Considerations for advancement from E6 to E7

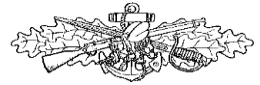
9. E7 Selection Board. Most Fully Qualified BU1s for promotion to BUC demonstrate the following:
 - Sustained superior performance broke out among their peers.
 - Documented leadership, results of leadership on commands mission and Sailors.
 - SCW qualified a must if assigned to qualifying unit.
 - In rate knowledge, earned advance BU NEC and/or other BU, NCF related NECs if possible. Safety or Quality Control programs.
 - Sailor 360 involvement, facilitator, leadership roles.
 - FCPO association involvement, leadership roles a plus.
 - JPPME, PPME, Formal and professional education.
 - Mentorship and professional development of Sailors. Told what they did, how they did it and showed results.
 - Did not have gaps in eval continuity.

Considerations for advancement from E7 to E8

10. E8 Selection Board. Most Fully Qualified BUCs for promotion to CUCS demonstrate the following:
 - Sustained superior performance broke out among their peers.
 - Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors.
 - Excelling at multiple commands, didn't stay in comfort zone.
 - Earning special qualifications when available.
 - In rate knowledge, earned advance BU NEC and/or other BU, NCF related NECs if possible. Safety or Quality Control programs.
 - Sailor 360 involvement, facilitator, leadership roles.
 - Mess/CPOA association involvement, leadership roles a plus.
 - Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
 - JPPME, PPME, SEA, Formal and professional education.



BU CAREER PATH SELECTED RESERVE (SELRES)



- Serving as a Company Operations or Training Chief or equivalent.
- CMEO, Career Counselor or special program leader.
- Did not have gaps in eval continuity.

Considerations for advancement from E8 to E9

11. E9 Selection Board. Most Fully Qualified CUCSs for promotion to CUCM demonstrate the following:
- Sustained superior performance broke out among their peer.
 - Documented ever increasing CHALLENGING leadership roles, results of leadership on commands mission and sailors. Excelling at multiple commands, didn't stay in comfort zone.
 - Earning additional special qualifications when available.
 - Sailor 360 involvement, facilitator, leadership roles.
 - Mess/CPOA association involvement, leadership roles.
 - Mentorship and professional development of Sailors. Told what they did, how they did it and showed results.
 - JPPME, PPME, graduate of SEA, formal and professional education.
 - Serving as NMCB/NCR Operations or Training Chief or Company Chief or equivalent.
 - CMEO, Career Counselor or special program leader.
 - Involvement in committees or boards that help in development of sailors and/or your community.
 - Did not have gaps in eval continuity.