



## CSEL CAREER PATH SELECTED RESERVE (SELRES)



Command Senior Enlisted Leaders provide leadership and mentorship to the Navy and advises commanders and COs in partnership with the deputy, chief of staff, or executive officer. These duties include the dissemination and promotion of command policy and matters that support mission accomplishment. They also uphold and enforce the highest standards of professionalism and integrity, while enhancing active communication at all levels of command through the Department of the Navy.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
32+	FORCE FO or GO	NA	Leadership Mess: Tier I Tier II Tier III	36	4 <sup>th</sup> /5 <sup>th</sup> /6 <sup>th</sup> Term Billet: CSEL, Force Duty: FO/GO Qualification: 8CMC
26-32	FORCE FO or GO CMDCM	NA	Leadership Mess: Tier I Tier II Tier III Keystone CSEL ELS NSLS	36	3 <sup>rd</sup> /4 <sup>th</sup> Term Billet: CSEL, Force Duty: NELRs, CRS, NCHB, EMF, LCSRON MOB: CLDJ, ISA, ECRC HQ Qualification: 8CMC
22-32	FORCE FO or GO CMDCM CMDCS	2 yrs	Leadership Mess: Tier II Tier III CSEL ELS NSLS	24 or 36	2 <sup>nd</sup> /3 <sup>rd</sup> Term Billet: CSEL, Force Duty: NELRs, CRS, NCHB, EMF, LCSRON MOB: CLDJ, ISA, ECRC HQ Qualification: 8CSC, 8CMC
20-32	CMDCM CMDCS	2 yrs	Keystone CSEL ELS SEJPME I & II National Navy Reserve Policy Board	36	2 <sup>nd</sup> Term Billet: CSEL Duty: NELRs, CRS, NCHB, EMF, LCSRON MOB: ISA, ECRC HQ Qualification: 8CSC, 8CMC
17-26	CMDCM CMDCS	2 yrs	SEJPME I & II National Navy Reserve Policy Board RSEM for 1st tour CMC/CSC	36	1 <sup>st</sup> Term Billet: CSEL Duty: MSRON NCHB, EMF, LCSRON MOB: ECRC FWD; Qualification: 8CSC, 8CMC
17-22	CMDCS (Converted from any rating through an administrative selection board process)	NA	SEJPME I & II National Navy Reserve Policy Board	36	1 <sup>st</sup> Term Billet: CSEL Duty: CART HQ, Qualification: 8CSC

**Notes:**

1. Senior Chief Petty Officers who are advancement eligible in their source rating and are selected through the Command Senior Chief Selection Board will immediately change ratings from their source rating to CMDCS and will be eligible to compete for advancement to Master Chief in the CMD rating. Members selected for CMDCM should be based on the best and fully qualified standard as laid out in the selection board precept. All candidates competing for advancement to CMDCM from the Senior Chief ranks should be capable of performing the duties of the next higher rank.

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2. Command Senior Chiefs (8CSC) with documented success and experience in the position should be considered more favorably than a recently selected Command Senior Chief, everything else being equal. The Command Senior Chief's success will be measured based on the following:
  - a. The CSEL will report directly to the commander or CO. They will also coordinate closely with the deputy commander, chief of staff, or XO, in the execution of their duties as listed in paragraph 2.b.
  - b. Duties and responsibilities of CSELS must include, but are not limited to subparagraphs. (1) through 2.b. (7):
    - (1) Assist commanders and COs in all matters pertaining to the warfighting readiness of Sailors, their families, and the command. This includes the welfare, health, job satisfaction, morale, utilization, and training of Sailors in order to promote standards of good order and discipline. They will advise commanders and COs on formulation and implementation of changes in policy affecting the command(s). Furthermore, they will provide solicited and unsolicited advice and recommendations to the chain of command as well as to their respective ISIC CSEL.
    - (2) Establish and maintain the conditions that ensure the unit is fully prepared for warfighting while enabling a culture of excellence that includes a productive and positive command climate.
    - (3) Develop a CPO Mess climate that serves to develop and maintain the highest levels of material and warfighting readiness, professional excellence, and esprit-de-corps.
      - (a) Possess a detailed understanding of the different phases of the optimized fleet response plan and their role in ensuring success.
      - (b) Instill a culture of excellence throughout the command, sharing responsibility for successful training, certifications, and assignments.
    - (4) Promote and ensure official ceremonies, such as retirements, frocking ceremonies, award ceremonies, etc. that honor Sailors are embraced and properly executed.
    - (5) Assist in the management and delivery of proper, accurate, and timely communications throughout the command(s).
    - (6) Communicate with and support Navy families.
    - (7) Maintain awareness of and assist in the shaping of the health of command programs designed to ensure a professional command culture and climate.
3. CSEL tours for 1<sup>st</sup> term CMDCMs or CMDCSs will normally be to a Navy Cargo Handling Battalion, Coastal Riverine Squadron, Expeditionary Medical Facility or LCSRON. Initial tours will be a minimum of 36 months. A 1<sup>st</sup> term CMDCM or CMDCS is defined as a Senior Chief or Master Chief who has been selected through either the conversion selection process or advancement board process and is reporting to their first duty station as the CSEL. A CMDCS who has already completed a 1<sup>st</sup> term tour that is selected as a CMDCM will report to their next CSEL tour as a 2<sup>nd</sup> term CMDCM having already served their 1<sup>st</sup> term at the lower paygrade.
4. Seabee rated CSELS (closed-looped) will be assigned to NMCBs, NCR, or NAVFAC HQ; these CSELS require release from their community prior to assignment to any other community or mobilization.