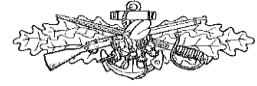
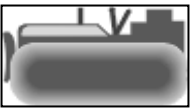


**EO CAREER PATH
SELECTED RESERVE (SELRES)**

Equipment Operator (EO): Construction skills performed include: Operating construction equipment, weight handling equipment (cranes), material handling equipment (forklifts), and heavy transportation vehicles. Equipment Operators perform horizontal construction (including asphalt paving), conduct quarry/blasting operations, line haul operations and operate water well drilling equipment. Equipment Operators also read and interpret blueprints, prepare sketches for construction projects and make estimates of material, labor and equipment requirements. In addition to supporting the Naval Construction Forces, Equipment Operators are in high demand to provide support to Special Warfare and Explosive Ordnance Disposal Units. Combat skills performed include: Embarkation via airlift/sealift; Chemical, biological, radiological, nuclear (CBRN) 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 and patrols for squad/platoon sized elements, convoys with various numbers of troops and Civil Engineering Support Equipment (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
29-30	EQCM	22.8 Yrs	CMDCM, SEL	N/A	Billet: CMDCM, SEL, A6A Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
26-29	EQCM EOCS	22.8 Yrs 19.2	CMDCM, SEL, Company Chief	N/A	Billet: CMDCM, SEL, A6A, Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
22-26	EQCM EOCS EOC	22.8 Yrs 19.2 14.7		N/A	Billet: CMDCM, SEL, A6A, A5 Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
19-22	EOCS EOC EO1	19.2 Yrs 14.7 10		LDO, OCS, MECP, SEL, Command Equal Opportunity Advisor, DAPA	N/A
15-19	EOC EO1	14.7 Yrs 10	N/A		Billet: Project Manager, Platoon CDR, Company Ops Chief, AOIC Duty: NMCB, ACB, UCT, NSW LOGSUPPU
12-15	EO1 EO2	10 Yrs 5.8	LDO, OCS, MECP, Command Equal Opportunity Advisor	N/A	Billet: LPO, Crew Leader, Squad Leader Duty: CBMU, CBC, NCR, PWD, UCT, NSW Support

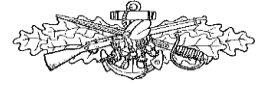
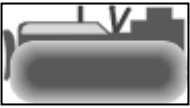


**EO CAREER PATH
SELECTED RESERVE (SELRES)**

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	EO1 EO2	10 Yrs 5.8	LDO, OCS, MECP, STA21	N/A	Billet: LPO, Crew Leader, Instructor, Training PO, Quality Control, Safety, NSW Support Duty: NMCB, ACB, NSW LOGSUPPU, UCT, SBT Qualification: Key Billet Training/Advanced NEC
5-8	EO2 EO3	5.8 Yrs 1.3	STA 21, OCS, MECP	N/A	Billet: Alfa Company Duty: NMCB, CBMU, ACB, CBMU, NCHB
1-5	EO2 EO3	5.8 Yrs 1.3	Naval Academy, NROTC, STA-21	N/A	Billet: Basic trades. Duty: NMCB, CBMU, PWD Qualification: SCWS/EXW
1+/-	EOCN EOCA Accession training	9 months			Recruit Training, "A" School, and ECS (NEC 90CS) 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:*** It is important to remember that the majority of "C" Schools are dependent on reserve training funds and schoolhouse seat availability.
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:***



EO CAREER PATH SELECTED RESERVE (SELRES)

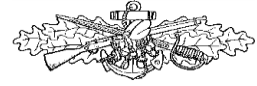
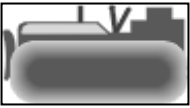
- a. **OVERSEAS CONTINGENCY SUPPORT ASSIGNMENTS:** Unaccompanied billets lasting from 6 to 11 months located in Afghanistan, Djibouti, Bahrain, Qatar, and various other locations. These billets are offer advantages towards advancement.
- b. **SPECWAR/SPECOPS:** More billets supporting these specific units have been created. The SPECWAR and SPECOPS communities are in need of Seabees, especially the NOS H120 (CM) and NOS H150 (EO) ratings. 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 is the bread & butter of the Naval Construction Force. The current rotation varies and depends on the threat level and required mission capabilities. This type duty offers better leadership opportunities. Reserve NMCB's are based in Port Hueneme, CA and Gulfport, MS.
- d. **CONSTRUCTION BATTALION MAINTENANCE UNIT (CBMU):** Take over the maintenance of bases on which major construction had been completed. CBMU's provide public works support at Naval Support Activities, Forward Operating Bases, and Fleet Hospital/Expeditionary Medical Facilities during wartime or contingency operations. They also provide disaster recovery support to Naval Regional Commanders in CONUS. Units are located in Port Hueneme, CA and Gulfport, MS.
- e. **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.

Considerations for advancement from E6 to E7

9. E7 Selection Board. Most Fully Qualified EO1s for promotion to EOC 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 EO NEC and/or other EO, 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 EOCs for promotion to EOCS 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 EO NEC and/or other EO, 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



EO CAREER PATH SELECTED RESERVE (SELRES)

results.

- JPPME, PPME, SEA, Formal and professional education.
- 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 EOCSs for promotion to EQCM 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.