



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

Machinery Repairmen perform intermediate maintenance on assigned equipment and in support of other ships, requiring the skillful use of lathes, milling machines, boring mills, grinders, the power hacksaw and drill press, and various portable machines as well as measuring instruments in a machine shop.					
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
24-30	MRCM	22.1 Yrs	CMDCM	N/A	Billet: CMDCM, Regional SEL, National SEL, CMC, OSL, NSYD, MSC, AS, NCHB Duty: NROWS UA/BE Qualification: Journeyman, Master Tradesman, CSEL, Senior Enlisted Academy (SEA), CMC, SW
21-24	MRCM MRCS	22.1 Yrs 15.3	LDO, CWO, OCS, DIRCOM, CMDCM, CSC	N/A	Billet: Regional Staff, National Staff, CMDCM, NOSC SEL, CMDCS, Regional SEL, Task Manager, OSL NSYD, MSC, AS, NCHB Duty: Ship or Maintenance Unit, NROWS UA/BE Qualification: Journeyman, Master Tradesman, CSEL, Senior Enlisted Academy (SEA), NEC 811A(3MC), CSC, SW
18-21	MRCS MRC	15.3 Yrs 12.0	LDO, CWO, OCS, DIRCOM, CSC	N/A	Billet: Regional Staff, Unit Leadership, Shop Task Manager, Unit SEL, NOSC SEL, NSYD, MSC, AS, NCHB Duty: Ship or Maintenance Unit, NROWS UA/BE Qualification: Journeyman, Master Tradesman, SEA, NEC 805A (Instructor), SW
14-18	MRC MR1	12.0 Yrs 8.5	CWO LDO, CWO, OCS, DIRCOM	N/A	Billet: Dept Hd, LCPO, LPO, CCC, CFL, NSYD, MSC, AS, NCHB, NMCB Duty: Ship or Maintenance Unit, NROWS UA/BE Qualification: Journeyman, post-apprentice, NEC 805A (Instructor), 811A (3MC), NEC U33A (Inside Mach.), SW.



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<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
8-14	MR1 MR2	8.5 Yrs 5.5	LDO, CWO, OCS, DIRCOM	N/A	Billet: NSYD, MSC, AS, NCHB, NMCB Duty: Ship or Maintenance Unit, LPO, WCS, CCC, ACFL, CFL Qualification: Post-apprentice, journeyman, NEC U31A (Adv. MR), NEC U32A (CNC) NEC U33A (Inside Mach.), SW.
4-8	MR2 MR3	5.5 Yrs 3.4	STA-21, OCS, DIRCOM	N/A	Billet: NSYD, MSC, AS, NCHB, NMCB Duty: Ship or Maintenance Unit, Operator/Maint. Tech, CCC, CFL, ACFL Qualification: 3M, post- apprentice, NEC U31A (Adv. MR), NEC U32A (CNC) NEC U33A (Inside Mach.), SW.
1-4	MR2 MR3	5.5 Yrs 3.4	Naval Academy, NROTC, DIRCOM, OCS	N/A	Billet: NSYD, MSC, AS, NCHB, NMCB Duty: Ship or Maintenance Unit, Operator/Maintenance Tech/Helper, ACFL Qualification: 3M, Post- apprentice, NEC U33A (Inside Mach.), SW.

Notes:

- "A" School is not required for this rating.
- This is not a compressed rating.
- SELRES MR's should show diversity in billets throughout their careers and include Active Duty for Training (ADT), Active Duty for Special Work (ADSW), and mobilizations in support Sea, Shore and Expeditionary Commands.
- When able, SELRES Sailors should try to earn a Warfare qualification.
- Rating NECs:  
  
U31A - Advanced Machinery Repairman  
U32A - Computer Numerically Controlled Machinist  
U33A - NAMTS Inside Machinist
- MRs are assigned to some ship units. If assigned to a ship unit it will commonly be in an LCS unit. The most common assignment is in the Surgemain Program with duties in shipyards and at Regional Maintenance Activities.
- MRs are not required to hold a security clearance, however, some billets (i.e. Surgemain) may have security clearance requirements.



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8. Unless a warfare designator is earned on active duty an MR will not typically have the opportunity to earn one. There is little chance, even when assigned to a ship unit, to full fill requirements. If a member has earned a designator while in the reserves, it is a tremendous accomplishment.
9. In rate mobilizations for MRs is not common. If an individual is mobilized it will be more than likely outside of the MR rating. However, ADSW orders are more common and are career enhancing opportunities.
10. Key reserve unit administration positions:
- NROWS UA/BE – Naval Reserve Order Writing System Unit approver/Budget Estimator.
  - Unit SurgeMain Training Candidate Mentor (USTC Mentor)

### Consideration for advancement from E6 to E7

E7 Selection Board. Highly competitive candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

- Best and most qualified MRC has diversity in manual and CNC machining assignments. Any work done outside shop 31 in shop 38 or specifically in the valve or pump shops is important. These shops offer career enhancing training on equipment MRs could be asked to repair on ship and offers a better understanding of how the equipment works.
- Completion of USMAP or NAMTS is a plus
- NECs are tough to get and show great dedication and should be considered a plus: Within SurgeMain all regional positions are screened billets and with documented impact should be considered a plus.
- FCPO involvement/leadership
- Unit LPO or DLPO
- Command collateral (e.g., CFL, Unit CCC, etc.)

### Considerations for advancement from E7 to E8

E8 Selection Board. Highly competitive/most fully qualified candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

A best and most qualified MRCS spends AT as an On-site Leader (OSL) at the Depot or IMA levels.

- CPOA involvement/leadership
- Sailor 360/CPO Initiation committee lead
- Unit LCPO or DLCPO
- Graduate of Senior Enlisted Academy or other Service Equivalent
- Regional SELs should be executing their ATs to perform unit visits and it should not be considered negative if they do not perform a shipyard AT

E9 Selection Board. Highly competitive/most fully qualified candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones:

- CPOA involvement/leadership
- Sailor 360/CPO Initiation committee lead
- Unit LCPO or DLCPO of large command
- SEL
- Graduate of Senior Enlisted Academy or other Service Equivalent
- Regional leadership at the minimum and National leadership is a big plus