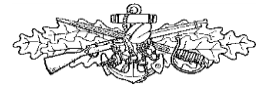




**UT CAREER PATH
SELECTED RESERVE (SELRES)**

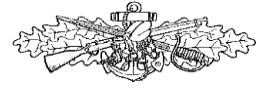


Utilitiesman (UT): Responsible for the installation, maintenance, operation and repair of the following: plumbing, heating, steam, compressed air, fuel storage, water treatment and distribution systems, air conditioning, refrigeration equipment and sewage collecting and disposal facilities at shore installations around the world. Construction skills performed include: installing and maintaining systems requiring plumbing and pipe fitting skills; installing, operating and repairing heating, piping, ventilation and air conditioning systems; operating and maintaining water and wastewater systems and treatment plants; identifying and carrying out procedures to limit or minimize the adverse effects of environmental pollution; reading blueprints and performing material and cost estimates. 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, 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
26-30	UCCM	20.4 Yrs	CMDCM, SEL	N/A	Subsequent Tours.
23-26	UCCM UTCS	20.4 Yrs 18.6	CMDCM, SEL, Company Chief	N/A	Billet: Utilitiesman: Company Chief, CSEL/CSEA Duty: NCG, NSW, NFELC, NECC, NAVFAC CEU
20-23	UCCM UTCS UTC	20.4 Yrs 18.6 16.4		N/A	Billet: Utilitiesman: CSEL, NMCB Company Chief, Operations or Training LCPO Duty: NMCB, NCR Leadership: SEA positions, DET OIC/LCPO Qualification: SEA, CMC/COB NEC 8COB/8CMC
17-20	UTCS UTC UT1	18.6 Yrs 16.4 10.5		SEL, LDO, OCS, MECP, Equal Opportunity Advisor,	N/A
14-17	UTC UT1	16.4 Yrs 10.5		N/A	Billet: Utilitiesman: Project Manager/LPO, Platoon CDR, Shops CPO, Company Ops Duty: NMCB, CBMU, NCR Leadership: DET OIC/Platoon CPO, Mess/CPOA leadership Qualifications: EOA, CMEO, Career Counselor, DAPA
11-14	UT1 UT2	10.5 Yrs 5.5		N/A	Billet: Utilitiesman: LPO, Rating Instructor, Safety Specialist, DET/Unit OIC/AOIC Duty: NCG, PWD Chinhae, NAVFAC CEU, NECC, NSW Qualifications: Unit specific NECs/special skills attainment



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



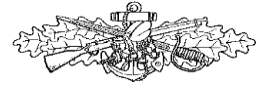
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
7-11	UT1 UT2	10.5 Yrs 5.5	LDO, OCS, MECP	N/A	Billet: Utilitiesman: SME, LPO, DET AOIC, Quality Control, Safety, NCF Ops shop, UT Shop supervisor Duty: NMCB, NCR Leadership: CPO365 facilitator, FCPO leadership, Squad/platoon LPO Qualification: SCW/EXW requal/instructor, NECs specific to billet and unit
4-7	UT2 UT3	5.5 Yrs 1.4	STA 21, OCS, MECP	N/A	Billet: Utilitiesman: TransP asst, Instructor, HVAC shop Duty: ACB, NECC, NCG Leadership: LPO, Squad LDR, Project sup. Rating SME Qualification: EXW, NECs, "C" schools
1-4	UT2 UT3	5.5 Yrs 1.4		N/A	Billet: Utilitiesman; Sewage Disposal Plant W/S Plumber /Plumber Duty: NMCB, CBMU Leadership: Fire Team/Squad LDR, Project sup/QC/Safety. Qualification: SCWS, "C" schools, Advance in rate NEC or NCF NECs
1+/-	UTCN UTCA 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.



UT CAREER PATH SELECTED RESERVE (SELRES)



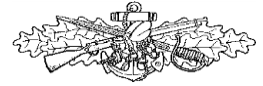
5. **TRAINING:** Important to remember that majority of “C” school NECs are dropped once an individual is advanced to E7. NECs held are not indicative of career motivation.
6. **OCCUPATION FIELD (OF) 7 RATING:** Occupation field 7 (OF-7) is the designation for rates whose primary technical focus is construction.
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:**
 - a. **OVERSEAS CONTINGENCY SUPPORT ASSIGNMENTS (GSA):** Unaccompanied billets lasting from six to eighteen months located in Afghanistan, Djibouti, and various other locations. These billets are sea duty and offer advantages towards advancement.
 - b. **SPECWAR / SPECOPS (NSW):** More billets supporting these specific units are being created. The SPECWAR and SPECOPS communities are in need of Seabees, in particular the CM and EO ratings. These units have both 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 and butter of the Naval Construction Force. While current rotation varies, typical homeport period is 12 months followed by 6 months deployment. There is a limited number of Bravo Company E5 and above billets (CE and UT). This type duty offers better leadership opportunities. Currently, NMCBs 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.

Considerations for advancement from E6 to E7

9. E7 Selection Board. Most Fully Qualified UT1s for promotion to UTC 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 UT NEC and/or other UT, NCF related NECs if possible. Journeyman Plumber or HVAC a plus! Use of this knowledge to train/develop junior UTs and impact on command mission.
 - Sailor 360 involvement, facilitator, leadership roles.
 - FCPO 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. Licensed contractor a plus.
 - CMEO, Career Counselor or special program leader.
 - Did not have gaps in eval continuity.



UT CAREER PATH SELECTED RESERVE (SELRES)



Considerations for advancement from E7 to E8

10. E8 Selection Board. Most Fully Qualified UTCs for promotion to UTCS 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 UT NEC and/or other UT, NCF related NECs if possible. Journeyman/Master Plumber/HVAC a plus! Use of this knowledge to train/develop junior UTs and impact on command mission.
 - 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. Licensed contractor a plus.
 - Serving as a Company Operations or Training Chief or equivalent.
 - Did not have gaps in eval continuity.

Considerations for advancement from E8 to E9

11. E9 Selection Board. Most Fully Qualified UTCSs for promotion to UCCM demonstrate the following:
- Sustained superior performance broke out among peers.
 - 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 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. Licensed contractor a plus.
 - Serving as NMCB/NCR Operations or Training Chief or Company Chief or equivalent.
 - Involvement in committees or boards that help in development of sailors and/or your community.
 - Did not have gaps in eval continuity.