



SO CAREER PATH
SELECTED RESERVE (SELRES)



Special Warfare Operators (SO). SOs are responsible for training and preparation for execution of special operations in maritime, urban, desert, jungle, arctic and mountain environments. SOs are experts in special operations tactics and technical knowledge; mission planning; cultural awareness; small-unit leadership; operational risk management; tactical, operational and strategic thinking; tactical communications; tactical air control/terminal guidance; combat diving; para-drop operations; small boat operations; tactical ground mobility; small arms and crew-served weapons; fast roping and rappelling; demolitions/explosive breaching; trauma care; intelligence gathering and interpretation; transportation and logistics; and chemical/biological/radiological/nuclear defense measures. The SO rating is Sea-duty intensive.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	INACTIVE /ACTIVE ORDERS	TYPICAL CAREER PATH DEVELOPMENT
26-30	CMC SEL SOCM	26 Yrs 22.7 22.7	CWO, DCO, CMC, , SEL	N/A	<p>INACTIVE ORDERS: Billet: SEL Duty: SEAL Unit 17/18, NSWTF17/18, GRP 11 HQ</p> <p>Billet: CMC Duty: NSW Group, SEAL Team, SRT, SDV, TRADET, NSWC, NSWcen</p>
21-25	SEL SOCM	22.7 Yrs 22.7	CWO, DCO, SEL	60 / 9 Months	<p>INACTIVE ORDERS: Billet: SEL Duty: SEAL Unit 17/18, LSU 17/18</p> <p>Billet: SEA, OPS LCPO Duty: NSW Group, SEAL Team, SRT, SDV, TRADET, NSWC, NSWcen</p>
18-21	SOCM SOCS SOC	22.7 Yrs 17.7 13.8 Yrs	CWO, DCO	60 / 9 Months	<p>INACTIVE ORDERS: Billet: PLT LCPO, TRP LCPO, TRNG LCPO, OPS LCPO, SEL Duty: SEAL Unit 17/18, LSU 17/18</p> <p>Billet: TRNG LCPO, OPS LCPO Duty: NSW Group, SEAL Team, SRT, SDV, TRADET, NSWC, NSWcen</p>
15-17	SOCS SOC	17.7 Yrs 13.8	CWO, OCS, DCO	60 / 9 Months	<p>INACTIVE ORDERS: Billet: Operator, PLT LCPO, TRP LCPO, TRNG LCPO, OPS LCPO. Duty: SEAL Unit 17/18</p> <p>Billet: NSWTE LCPO, TRNG LCPO, OPS LCPO Duty: NSW Group, SEAL Team, SRT, SDV, TRADET, NSWC, NSWcen</p>



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	INACTIVE /ACTIVE ORDERS	TYPICAL CAREER PATH DEVELOPMENT
10-14	SOCS SOC SO1	17.7 Yrs 13.8 7.0	CWO, DCO	60 / 9 Months	<p>INACTIVE ORDERS: Billet: Operator, PLT LPO/LCPO, TRNG LPO/LCPO, OPS LPO/LCPO. Duty: SEAL Unit 17/18</p> <p>Billet: Operator, NSWTE LPO/LCPO, TRNG LPO/LCPO, OPS LPO/LCPO Duty: NSW Group, SEAL Team, SRT, SDV, TRADET, NSWC, NSWCEN</p>

A TYPICAL SELRES SO WILL HAVE COMPLETED 6-10 YEARS OF ACTIVE DUTY AS OUTLINED BELOW PRIOR TO TRANSFERRING TO THE NAVY RESERVES. THE REST OF THIS CAREER PATH IS SPECIFIC TO THE MEMBER'S RESERVE CAREER.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
3-9	SOC SO1 SO2 SO3	11.9Yrs6.13.22.0	STA-21, OCS, SRT, NSWDG	60 Months	1 st /2 nd Operational Tour Billet: Operator, ASST LPO, PLT LPO, PLT LCPO, Fire Team Leader Duty: S E A L o r S D V Team, TACD&E Squadron, SRT, TRADET
1-2	SEAL accession/pipeline training. Gain NEC O26A or 5326 upon completion of SQT.	Advancement to SO3 upon completion of SQT.	Special Operations Tactical Medic (NEC O91A) SEAL Delivery Vehicle (SDV) Pilot/Navigator/Operator (NEC O23A).	N/A	Recruit Training. Basic Underwater Demolition/SEAL (BUD/S) training. Military Static Line/Free-Fall parachute training. SEAL Qualification Training (SQT).

Notes:

- In 2020, Naval Special Warfare (NSW) established Career Leadership Milestone tracking Navy Enlisted Classifications (NECs) to denote completion of milestone tours within specific Active-Duty/Active Component NSW commands. These NECs are awarded only after the successful completion of leadership milestone tours with the Active Component and Professional Military Education (PME) requirements (Ref COMNAVSPECWARCOMINST 1414.6A). The below tables list the applicable SO Career Leadership Milestone NECs within these specific commands:

SEAL Team/Training Command		Special Reconnaissance Team (SRT)		SEAL Delivery Vehicle (SDV) Team		NSW Development Group (NSWDG)	
NEC	Milestone	NEC	Milestone	NEC	Milestone	NEC	Milestone
O26A	SEAL Operator	-	-	O23A	SDV Operator	O29A	D&E Operator
O26L	Platoon LPO	O22L	Platoon LPO	O23L	Platoon LPO	O29L	Team LPO
O26C	Platoon LCPO	O22C	Platoon LCPO	O23C	Platoon LCPO	O29C	Team LCPO
O26T	Troop LCPO	O22T	Troop LCPO	O23T	Troop LCPO	O29T	Troop LCPO



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- If a SELRES member has any of the associated leadership milestone NECs from their time on Active Duty, then the board **MUST** consider that SELRES member to be milestone complete. If a SELRES member does not have an NEC from Active Duty then the milestone for each SELRES member is laid out in paragraphs 1,2,3,4, and 5.
- For SELRES, completion of NSW Leadership courses (NSW/NSWDG LPO Course; NSW Platoon Leaders/NSWDG Team Leader Course; and NSW/NSWDG Troop LCPO Course) meet all requirement for Enlisted Leader Development Courses of Instruction as per NAVADMIN 237/23. The Selection board MUST consider ELD complete for each paygrade if the member has completed the rank applicable NSW Leadership Course.
- Blk 29: (OP LPO/SQD LPO) – Squad LPO and Operational LPO are legacy leadership positions used between 16 NOV 2014 to 15 NOV 2017 and considered MILSTONE COMPLETE to determine “fully qualified” per para 2 below.
- A Memorandum for the Record (MFR) on command letterhead, signed by the CO of SEAL team EIGHTEEN or NR SEAL Unit EIGHTEEN to the service member, validates LPO/LCPO milestone completion during a time frame that is not annotated in a regular report. This MFR may substitute for the commensurate leadership milestone NEC in the event that it has not yet been entered into the members OMPF / ESR while serving in the Active Component. Any MFR annotating a milestone completion **MUST** be signed by a Naval Special Warfare (NSW) command reporting senior, as referenced above. Selection Board eligible members can include a copy of the MFR in their Letter to the Board package
- Active-Duty orders: Any successful completion of a combination of mobilization, ADOS, Recall, AT, or ADT orders completed consecutively or separately will be considered cumulative
- **Milestone Caveat Clause:**
 - NSW E6/E7/E8 SO/SB personnel may be assigned to formalized positions of increased rank and responsibility within the NSW enterprise or externally within the Joint Force. If these positions of greater responsibility justify advancement opportunities outside the standard pathways inherent to the NSW ECP, appropriate recognition and consideration should be given. FORCM visibility and approval is required before any Milestone complete NEC and MFR is issued from Echelon III or IV Commanders.
 - Example: Due to the unique operational demands inherent to SOF, NSW E7/E8 SO/SB will be required to fulfill specific requirements outside of the typical IDTC. SO/SB personnel can be required to deploy to a specific Joint Operations Area (JOA) to lead, advise, plan, C2, and/or execute special operations at the JSOTF, JTF, or similar O-6 staff level. As directed by NSW TYCOM Commander and FORCM, to fulfill TSOC operational mission-critical requirements. In such cases, these ADHOC deployments can be recognized as fulfilling the criteria for "BEST and Fully Qualified" for promotion and should be considered for concurrent completion of the appropriate NSW NEC milestone.
- Letter to the Board must include supporting documents that verify all MUST requirements.

1. Considerations for determining “Fully Qualified” for advancement from E6 to E7

- a. **MUST** successfully complete LPO/E6 milestone tours.
- b. **MUST** complete the NSW Leading Petty Officer Course or NSWDG LPO Course.

Considerations for determining “Best Qualified” for advancement from E6 to E7

- c. **SHOULD** complete Career Education Program (CEP 1) Joint Fundamentals Course Enterprise Management.
- d. **SHOULD** have a minimum of 2 core and 2 advanced qualifications (para 4). Member should have Letters of Designation where appropriate.

2. Considerations for determining “Fully Qualified” for advancement from E7 to E8

- a. **MUST** successfully complete LCPO/E7 milestone tours.
- b. **MUST** complete the NSW Platoon Leaders Course or NSWDG Team Leader Course.
- c. **MUST** complete Navy Reserve Unit Management (NRUM).



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Considerations for determining “Best Qualified” for advancement from E7 to E8

- d. **SHOULD** complete Career Education Program (CEP 2) Enterprise Management Course.
- e. **SHOULD** have a minimum of 2 core and 2 advanced qualifications (para 4). Member should have Letters of Designation where appropriate.

3. Considerations for determining “Fully Qualified” for advancement from E8 to E9

- a. **MUST** successfully complete LCPO/SEL/E8 milestone tours.
- b. **MUST** complete Career Education Program (CEP 3) Joint Senior Enlisted Academy (JSOFSEA), the Navy Senior Enlisted Academy, or a service equivalent Senior Enlisted Academy.
- c. **MUST** complete Reserve Senior Enlisted Management (RSEM).

Considerations for determining “Best Qualified” for advancement from E8 to E9

- d. **SHOULD** have a minimum of four qualifications (para 10), two core and two advanced.
- e. Senior Enlisted Leader (SEL) may be previously annotated as Senior Enlisted Advisor (SEA).

4. Qualifications: Our operators will have a diverse background and have completed the prescribed professional military education (PME). Additional qualifications and NECs are listed below. Note: several qualifications short titles have been edited or changed to an NEC.

Core Qualifications	
Long Title	Abbreviated Title
Demolition Range RSO (Range Safety Officer)	DMRG
HRST/C Master	HRCM
NSW Diving Supervisor	NDSV
Small Arms RSO (Range Safety Officer)	SRSO
Stand-Off Weapons/Rockets RSO	STWP
Static-Line Jumpmaster	SLJ

Advanced Qualifications as NECs	
Advanced Special Operations Techniques	O22A
Advanced Special Operations Techniques Manager	O22Q
Joint Terminal Attack Controller	822A
Joint Terminal Attack Controller Instructor	823A
Joint Terminal Attack Controller Evaluator	836A
Master Training Specialist	8MTS
NSW Sniper	O19A
NSW Medic (previously SOCM)	O92A
Special Operations Tactical Medic	O91A
SDV Pilot/Navigator/Operator	O23A
USN Instructor	805A

Advanced Qualifications	
Long Title	Abbreviated Title or NEC
Close Quarters Combat RSO	CQRSO
Dynamic Ground Mobility RSO	DYGM
Dynamic Range RSO	DYRG
Explosive Breaching RSO	EXBR
HRST/C Master Instructor	HRCMI
Indirect Fire RSO	INFR
Language Qualification	LANL
Lead Combat Swimmer	LCS
Military Freefall Jumpmaster	MIFJ
NSW Air OPS Trainer	NAOT
NSW Air OPS Trainer Examiner	NAOTE
NSW Breacher	NBRC
NSW Communicator	NCM
Outboard Overhaul Mechanic	OOM
Range Officer in Charge	ROIC
SDV Diving Supervisor	SDSP
Tandem/Bundle Master	TNBM
Tactical Surveillance Operations	TSO
NSW Senior Mountaineering	NSM



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5. SO Milestone Leadership Positions:

a. E6 Milestone Positions

SO Milestone Leadership Positions		
Milestone Position	Completion Timeline	Block 29 Short Title
SEAL Task Element LPO	9-months (Active)	TE LPO
NR SEAL 17/18 SEAL Platoon LPO	12-months (Inactive)	PLT LPO

OR

SELRES on Active Orders to an NSW Command	87 Days (Active)	Operator/LPO
NR SEAL 17/18 SEAL Platoon LPO	24-months (Inactive)	PLT LPO

b. E7 Milestone Positions

SO Milestone Leadership Positions		
Milestone Position	Completion Timeline	Block 29 Short Title
SEAL Task Element LCPO	9-months (Active)	TE LCPO
NR SEAL 17/18 SEAL Platoon LCPO	12-months (Inactive)	PLT LCPO

OR

SELRES on Active Orders to an NSW Command	87 Days (Active)	LCPO
NR SEAL 17/18 SEAL Platoon LCPO	24-months (Inactive)	PLT LCPO

c. E8 Milestone Positions

SO Milestone Leadership Positions		
Milestone Position	Completion Timeline	Block 29 Short Title
NRRU SEL at ST-17/ST-18	18-months	SEL or SEA*
AND		
NR SEAL 17/18 Operations LCPO	12-months	OPS LCPO or OPS SEA

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](#) CSEL Program -
[Pages - CMC CSC Program \(navy.mil\)](#)