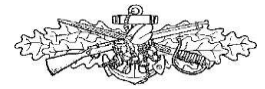


SW CAREER PATH SELECTED RESERVE (SELRES)

Steelworker (SW): Interprets blueprints and uses soldering, riveting, cutting, brazing, and welding processes to complete various construction projects. Construction skills performed include: erecting steel bridges, tanks, buildings, towers, and pre-engineered structures; fabricating, erecting, installing, cutting, fitting, welding and bolting structural steel shapes, plates, and the built-up sections used in heavy construction; hard-facing of Civil Engineer Support Equipment (CESE) to prolong life; layout, fabricating and installing of sheet metal assemblies and systems; performing various welding and metal cutting operations; shaping and installing reinforcing steel (rebar) for use in concrete structures. 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); 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 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	POSSIBLE NECs	TYPICAL CAREER PATH DEVELOPMENT
29-30	CBCM	20.4 Yrs	CSEL	N/A	Subsequent Tours.
25-29	CBCM CUCS	20.4 Yrs 17	CSEL	8LDC, 8SEA	Billet: SEL/SEA, Region/Company Chief, Operations LCPO R3C/S3C, Training LCPO R3C/S7C Manpower Chief, RAC, Mob Manager, Dept. Chief Duty: NCB, NCHB, NCR, NCG, NSW, NFELC, NECC, NAVFAC
22-25	CBCM CUCS SWC	20.4 Yrs 17 15.3	CSEL	8LDC, 8SEA	Billet: SEL/SEA, Operations LCPO R3C/S3C, Training LCPO R7C/S7C, Region/Company Chief, Manpower Chief, RAC, Mob Manager, Dept Chief. Duty: NCB, NCHB, NCR, NCG, NSW, NFELC, NECC, NAVFAC
18-22	CBCM CUCS SWC SW1	20.4 Yrs 17 15.3 9.9	LDO, CSEL, Equal Opportunity Advisor,	833A, B00A, B15A, B20A, B21A, B22A	Billet: Operations Staff, Training Staff, Department LCPO, Region Chief, Platoon Chief, Manpower Chief, RAC, Mob Manager, Dept Chief. Duty: NCB, NCHB, ACB, NCR, NCG, NAVFAC, NECC, NSW
15-18	CUCS SWC SW1	17 Yrs 15.3 9.9	LDO, CSEL, Equal Opportunity Advisor,	833A, B00A, B15A, B20A, B21A, B22A	Billet: Project Manager, Platoon CPO, Det OIC/AOIC, Company Ops Chief, QC Chief Duty: NCB, NCHB, ACB, NCR, NCG, NAVFAC, NECC, NSW
11-15	SWC SW1 SW2	15.3 Yrs 9.9 5.3	LDO, OCS, MECP, Equal Opportunity Advisor	833A, B00A, B15A, B20A, B21A, B22A	Billet: Steelworker, Region/Company LPO, DET OIC/AOIC/LPO, Safety/QC Specialist Duty: NCB, NCHB, ACB, NCR, NCG, NECC, NSW
7-11	SW1 SW2	9.9 Yrs 5.3	STA-21, LDO, OCS, MECP	833A, B00A, B15A, B20A, B21A, B22A	Billet: Steelworker: SME, LPO, DET AOIC, Quality Control, Safety, Training, OPS, or Project Supervisor. Duty: NCB, NCHB, ACB, NCR or NCG. Qualifications: SCW/EXW/NEC if applicable to billet

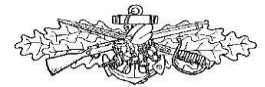


SW CAREER PATH SELECTED RESERVE (SELRES)

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
5-8	SW1 SW2 SW3	9.9 Yrs 5.3 30 Months	STA 21, OCS, MECP	B20A, B21A	Billet: Steelworker: Crew Leader Duty: NCB, NCHB, ACB, NCR or NCG. Leadership: Squad Leader, Fire Team Leader, Crew Leader
1-5	SW2 SW3	5.3 Yrs 30 Months		B20A	Billet: Basic trades Duty: NCB, ACB
1+/-	SWCN SWCA Accession training	18 Months		804G	Recruit training, A School, and ECS (NEC 804G equivalent) 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. All Seabee ratings compress at the E9 level.
 - a. CUCS - BU/EA/SW
 - b. CBCM – CE/CM/CU/EO/UT
 4. SEABEE NECs: 804G Expeditionary Combat Skills, 811A 3MC, 830A HAZMAT Control Tech, 833A Disaster Prep Op and Training, B00A Construction Inspector, B14A Tool and Equipment Tech, B15A Planning and Estimating, B20A SW Advanced, B21A Welding Supervisor, B22A Safety Inspector.
- NEC Notes: NECs may be challenged/earned based on civilian occupation and training documentation. Most advanced skill schools that award NECs are tied to billets coded for that skill. Proper career and unit RUAD management is essential to provide these training opportunities. NCBs possess the majority of these billets.
5. Occupation Field 6 (OF-6) Rating: Ratings in which primary technical focus is construction and consideration should be given to technical skill.
 6. Warfare Qualification: The Seabee Combat Warfare (SCW) specialist warfare qualification designation was established in 1992. Qualifying units are Naval Mobile Construction Battalions (NMCBs), Naval Construction Battalions (NCBs), 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 NMCB, NCB, Maritime Expeditionary Groups/Squadrons (MSRON), Naval Construction Regiment (NCR), Navy Expeditionary Logistics Units, and Naval Special Warfare (NSW).
 7. Challenging Assignments:
 - a. Naval Construction Battalions (NCBs): NCBs (Previously NMCBs) provide advanced base construction support to joint military environments including force protection, public works, expeditionary construction humanitarian assistance and disaster recovery while maintaining a high level of mobility. Current SELRES rotations are five years with a unit mobilization averaging once every five years. SELRES NCBs are home ported in Port Hueneme, CA and Gulfport, MS.



SW CAREER PATH SELECTED RESERVE (SELRES)

b. Naval Special Warfare (NSW): Combat Service Support units within the two reserve SEAL teams deploy regularly to provide logistic, construction and camp maintenance support to deployed NSW elements. This is a screened command with high physical fitness and performance standards. The NEC 854A NSW(CSS) may be earned. A security clearance is needed for these billets.

c. 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, ACB1 is home ported in San Diego, CA.

d. Recruit Division Commander/Instructor: These billets are challenging leadership positions associated with the process of "Sailorization" and developing the force. Must be SCW qualified and have a history of sustained superior performance to qualify for these billets.

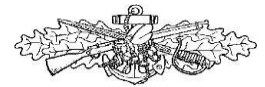
8. Acronyms:

CBC	Navy Construction Battalion Center
NCB	Naval Construction Battalion
CSFE	Center for Seabees and Facilities and Engineering
NAVFAC	Navy Facilities Engineering Command
NCG	Naval Constructions Group
NCR	Naval Construction Regiment- ISIC for 2 or 3 Battalions
NCTC	Navy Construction Training Center
NECC	Navy Expeditionary Combat Command
NFELC	Naval Facilities Expeditionary Logistics Center
NSW	Naval Special Warfare
R3C/S3C	Operations Chief for a Regiment or Battalion.
R7C/S3C	Training Chief for a Regiment or Battalion.
RAC	Reserve Assignment Coordinator (Detailer)

Considerations 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:

- Sustained superior performance broken out amongst their peers as documented on evaluations.
- ALDC graduate.
- Documented leadership, and the results of that leadership, on the command's mission and Sailors SW1s should seek out and request demanding jobs (listed in order of responsibility and scope starting with the most demanding) such as Region LPO or Company LPO, Detachment OIC, AOIC, or LPO, any position that normally requires a Chief Petty Officer but is being filled by a SW1 (such as QC Chief or Safety Chief), Battalion OPS LPO, Battalion Training LPO, Platoon Chief and Platoon LPO. Special consideration should be given to those sailors who have documented success in the above jobs, especially if successfully held while on deployment.
- *Note* Terms loosely used on evals such as OPS LPO or Training LPO may only reflect det, squad, or platoon level and are not of the same significance as the broader, wider, scope of the Commissioned unit, such as the above listed examples of direct leadership. Special attention should be paid to the number of sailors led and where led (deployment).
- For construction projects documented success as a project supervisor, if assigned.
- SCW qualified a must if assigned to a qualifying unit. Qualifying units listed above.
- EXW qualified a must if assigned to a qualifying unit. Qualifying units listed above. (This is a secondary qualification for NMCB/NCB units and not a must.)
- Documented success improving warfighting readiness for the unit should be viewed positively.



SW CAREER PATH SELECTED RESERVE (SELRES)

- In rate knowledge, earned Advance SW NEC and/or other SW, NCF related NECs; if possible.
- LPO or lead for the Safety or Quality Control programs.
- First Class Petty Officer Association (FCPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Mentorship and professional development of Sailors. Documented impact.
- CMEO, Career Counselor or special program leader as a collateral duty is a plus and helps break out.

Considerations for advancement from E7 to E8

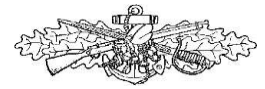
E8 Selection Board. Highly competitive candidates for selection as a Senior Chief Petty Officer have met many or all the following milestones:

- Sustained superior performance broken out amongst their peers.
- CPO-LDC graduate.
- Documented CHALLENGING leadership roles and results of leadership on command mission and Sailors.
- SWCs should seek out and request demanding jobs (listed in order of responsibility and scope starting with the most demanding) such as Department Head, Department Chief (Ex: Battalion/Regiment 3C (OPS LCPO), or 7C (Training LCPO)), Region/Company LCPO, Manpower Chief, Mobilization Manager, Reserve Assignment Coordinator (RAC), Region/Company Operations or Training Chief, DET OIC, DET AOIC, or DET Chief.
- *Note* Terms loosely used on evals such as OPS Chief or Training Chief may only reflect det, squad, or platoon level and are not of the same significance as the broader, wider, scope of the Commissioned unit, like R3C/S3C or R7C/S7C, such as the above listed examples of direct leadership. Special attention should be paid to the job scope, number of sailors led, and where led (deployment).
- Primary or Collateral assignment as the Command Managed Equal Opportunity (CMEO), Career Counselor, Safety Chief, or QC Chief for the entire commissioned/organic unit shall be given the same weight as those holding DET OIC positions. Must have documented success in these positions.
- Documented success improving warfighting readiness for the unit should be viewed positively.
- Excelling at multiple commands, did not stay in comfort zone.
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Mentorship and professional development of Sailors. Documented impact.
- Successful completion of the Senior Enlisted Academy (SEA), formal and professional education.

Considerations for advancement from E8 to E9

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

- Sustained superior performance broken out amongst their peers.
- Senior Enlisted Academy (SEA) graduate.
- Preference should be given to sailors who have experience at Key E8 billets at operational NCF units, the NCB's or NCR's. These are typically more challenging, demanding, and arduous.



SW CAREER PATH SELECTED RESERVE (SELRES)

- Documented ever increasing CHALLENGING leadership roles, results of leadership on commands mission and sailors. CUCSs should seek out and request demanding jobs (listed in order of responsibility and scope starting with the most demanding) such as SEL for a deployed (mobilized) unit, NCB or NCR Operations Chief, NCB or NCR Training Chief, Mobilization Manager, Reserve Assignment Coordinator, NECC SEL, SEL of NCG 1 or 2 Augment, SEL of 30th or 22 NCR Augment, Manpower Chief at an NCB or NCR, Dept Head at an NCB or NCR, Dept Chief at an NCB or NCR.
- *Note* Terms loosely used on evaluations such as OPS Chief or Training Chief may only reflect det, squad, or platoon level and are not of the same significance as the broader, wider, scope of the Commissioned unit, like R3C/S3C or R7C/S7C, such as the above listed examples of direct leadership. Special attention should be paid to the job scope, number of sailors led, and where led (deployment).
- Excelling at multiple commands, didn't stay in comfort zone.
- Documented success improving warfighting readiness for the unit should be viewed positively.
- Earning additional special qualifications when available.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Mentorship and professional development of Sailors. Documented impact.
- EJPME
- CMEO, Career Counselor or special program leader as a collateral duty is a plus and helps break out.
- Involvement in committees or boards that help in development of sailors and/or your community.

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit_request.asp?topic=1&request=1&cid=1&cid2=1&cid3=1)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](https://www.navy.mil/submit_request.asp?topic=1&request=1&cid=1&cid2=1&cid3=1)