



## CSEL CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



Command Senior Enlisted Leaders provide leadership and mentorship to the Navy and advise commanders and COs in partnership with the deputy, chief of staff, or executive officer. These duties include the dissemination and promotion of command policy and matters that support mission accomplishment. They also uphold and enforce the highest standards of professionalism and integrity, while enhancing active communication at all levels of command through the Department of the Navy.

HYT	CAREER MILESTONES	PROFESSIONAL DEVELOPMENT	TOUR LENGTH	TYPICAL CAREER PATH DEVELOPMENT
34-38 Years	MCPON FLTCM FORCM Nominative		24 Month Min	Billet: Tier I/II LM, FLTCM, MCPON NTMS
32-36 Years	FORCM Nominative CMDCM	FELIX NFLEX CMC Major Command Mentor CMC/COB Mentor SEA/NLEC Mentor Selection Board SEL	24 Month Min	Billet: TIER I/II/III LM NTMS
32-34 Years	Nominative CMDCM	NSLS FELIX NFLEX CMC Major Command Keystone (Less than 26 years TIS) RSEM Mentor NRUM Mentor	24 Month Min	Billet: TIER III LM NTMS Major Command tour
32 Years	CMDCM	NSLS Keystone (Less than 26 years TIS) CMC Major Command RSEM Mentor NRUM Mentor	36	O6 Sea or Shore As assigned by CMC Detailer
32 Years	CMDCM (Converted from any rating through administrative selection board or advanced from CMDCS)	CMC/COB Course SEJPME I & II RSEM NRUM	36	1st Tour As assigned by CMC Detailer 05/06 Commander
26 Years	CMDCS (Converted from any rating through an administrative selection board process)	CMC/COB Course SEJPME I & II RSEM NRUM	36	All tours until advanced to CMDCM Billet: CSC Duty: O4/O5 Sea/Shore: Squadron, RTAG

### Notes:

1. Senior Chief Petty Officers who are advancement eligible in their source rating and are selected through the Command Senior Chief Selection Board will immediately change ratings from their source rating to Command Senior Chief (CMDCS).

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2. Selection to Command Master Chief (CMDCM) must be based on the “best and fully qualified” standard outlined in the selection board precept. Senior Chief candidates must demonstrate sustained superior performance and the leadership capacity to fully assume the scope and responsibilities of a CMDCM, including influencing policy, driving culture, and advising leaders across the chain of command.

3. Command Senior Chiefs (CMDCS) with documented success and experience in the position should be considered more favorably than a recently selected Command Senior Chief, everything else being equal.

4. The CSEL will report directly to the Commanding Officer (CO)/Commander. They will also coordinate closely with the Deputy Commander, Chief of Staff, or Executive Officer (XO), in the execution of their duties and responsibilities which include, but are not limited to:

a. Assist COs/Commanders in all matters pertaining to the warfighting readiness of Sailors, their families, and the command. This includes training, professional development, utilization, welfare, health, job satisfaction, and the morale of Sailors to build great teams that adhere to good order and discipline.

b. Advise COs/Commanders on formulation and implementation of changes in policy affecting the command(s).

c. Provide solicited and unsolicited advice and recommendations to the chain of command and respective ISIC CSEL.

d. Establish and maintain the conditions that ensure the unit is fully prepared for warfighting while enabling a culture of excellence that includes a productive and positive command climate.

e. Develop a CPO Mess that possesses a detailed understanding of the different phases of the optimized fleet response plan and their role in developing and maintaining the highest levels of material and warfighting readiness, professional excellence, and esprit-de-corps.

f. Promote and ensure the proper execution of official ceremonies, such as retirements, frocking, award and recognition ceremonies, that honor Sailors.

g. Assist in the management and delivery of proper, accurate, and timely communications throughout the command(s).

h. Communicate with and support Navy families.

i. Maintain awareness of and assist in the shaping of the health of command programs designed to ensure a professional command culture and climate.

5. 1<sup>st</sup> term CMDCS or CMDCMs will generally be assigned to Reserve Talent Acquisition Groups (RTAGs) or Navy Reserve Centers (NRCs) with priority billets being Type 2 duty, Maritime Expeditionary Security Squadrons (MSRONs), Aviation Squadron, or Guided-Missile Destroyers (DDGs).

a. Initial tours will be a minimum of 36 months.

b. A 1<sup>st</sup> term CMDCS or CMDCM is defined as a Senior Chief or Master Chief who has been selected through either the conversion selection process or advancement board process and is reporting to their first duty station as the CSEL.

c. A CMDCS who has already completed a 1<sup>st</sup> term tour that is selected as a CMDCM will report to their next CSEL tour as a 2<sup>nd</sup> term CMDCM having already served their 1<sup>st</sup> term at the lower pay grade.

### Acronyms:

ISIC Immediate Superior in Charge

LM Leadership Mess

NTMS Navy Talent Management System