



**BM CAREER PATH**  
**TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)**



Boatswain's Mate, the oldest rate in the Navy, has a rich history of honored traditions. BMs are the leaders and backbone of every ship's crew. A Boatswain's Mate maintains the exterior surfaces of ships, deck handling machinery and equipment, handles cargo, operates small boats during a number of evolutions including Anti-Terrorism Operations and Maritime Interdiction boardings of suspect ships. Boatswain's Mate's ashore are assigned at Navy Reserve Centers and ISIC assignments to provide administrative support.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	BMCM	19.6 Yrs	CSEL, CMC	36/36	Follow on Sea/Shore Tours
23-26	BMCM BMCS	19.6 Yrs 15.7	CSEL, CMC	36/36 48/36	4 <sup>th</sup> Sea Tour Billet: CSEL/Dept LCPO Duty: LHD/LHA/CRS/NCHB Qualification: SEA
20-23	BMCM BMCS BMC	19.6 Yrs 15.7 12.2	CWO, CSEL, CMC, CSC	36/36 48/36 48/36	3 <sup>rd</sup> Shore Tour Billet: CSEL/Training Officer/Dept/Div LCPO/Harbor Pilot/3MC Duty: NRC Admin/Operational Staff Qualification: CDO/ACDO/SEA
16-20	BMCM BMCS BMC BM1	19.6 Yrs 15.7 Yrs 12.2 8.6	LDO, CWO, OCS, MECP, CSEL, CSC, RDC, Instructor	48/36 48/36 48/36	3 <sup>rd</sup> Sea Tour Billet: HVU/SBC SEL/Dept/Div LCPO/ Ship's Bos'n/Craft Master/Detailer/Patrol Leader/3MC Duty: Ship/Craft Unit/MESF Qualification: CDO/OOD/LTC/STT/ Section Leader/Safety Officer/CTT/SEA
12-16	BMCS BMC BM1	15.7 Yrs 12.2 8.6		48/36 48/36 48/36	2 <sup>nd</sup> Shore Tour Billet: LCPO/LPO/3MC Duty: NRC Admin/Operational Staff/ Detailer Qualification: Craftmaster/MTS/Harbor Pilot/SDO/CDO/SEA
8-12	BM1 BM2	8.6 Yrs 4.3		48/36 48/36 48/36	2 <sup>nd</sup> Sea Tour Billet: LCPO/LPO Duty: Ship/Craft Unit/MESF Qualification: JOOD/WCS/DCTT/LSE/ LPO/NAVLEAD/Safety Supervisor/ Tactical Craft Coxswain
4-8	BM1 BM2 BM3	8.6 Yrs 4.3 1.9	STA-21, OCS, MECP, RDC, Instructor.	48/36 48/36 48/36	1 <sup>st</sup> Shore Tour Billet: WCS/LPO/Rigger/Technician Duty: NRC Admin/Operational Staff Qualification: MTS/ACDO/ASDO
1-4	BM2 BM3	4.3 Yrs 1.9	Naval Academy, NROTC	48/36 48/36	1 <sup>st</sup> Sea Tour Billet: BMOW/Cargo Handler/ Deck Seaman/Small Boat Coxswain/ SAR Swimmer Duty: Ship/MESF Qualification: DCPO/POOW/3-M SUP/ ESWS/EXW/USCG Ordinary Seaman/ Rig Captain/Craft Engineer/Craft Navigator
1+/-	BM3 BMSN BMSA Accession Training	9 Months		48/36 48/36	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.



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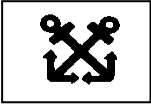
Notes:

1. "A" School NOT required.
2. This is not a compression rating.
3. BM-FTS is a sea intensive rate.
4. TAR BMs can qualify for multiple warfare specialist designations and are required to do so when assigned to units eligible for qualifications. Personnel Qualification Standard for Navy Reserve Activity Staff NAVEDTRA 43075-A, established in 2016 and updated in 2022, must be completed during an applicable tour.
5. TAR BMs may be released to fill RDC/CSEL billets on a limited basis. Release to these programs will depend on current manning and billet alignment.

**Considerations for advancement from E6 to E7**

**NOTE:** *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) will be a prerequisite for advancement to E-6 and E-7 respectively, starting in calendar year 2025.*

1. Sea Assignments (all)
  - LPO
  - OOD I/P
  - At least one warfare pin
  - STT or other Training Team Member. Repair Locker Leader or other Damage Control organization involvement
  - Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
  - FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
  - Command collateral duties with documented impact
  - ANAV qualified
  - Watchbill Coordinator duties
  - Landing Signalman Enlisted (LSE)
  - Rig Captain
  - Deck Safety
  - Tactical Craft Coxswain (weapons release authority)
  - Hatch Captain
2. Shore Assignments (all)
  - Detailer
  - Training Teams (MESF TEU/EOD TEU) MTS completion all ranks  
Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
  - Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
  - FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
  - Command collateral duties with documented impact
  - When assigned to a Navy Reserve Activity, completion of the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A series should be completed during an assignment.
  - LPO
  - Department Head



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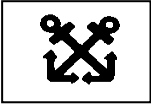
**Considerations for advancement from E7 to E8**

**NOTE:** *Chief Petty Officer Leader Development Course (CPO-LDC) will be a prerequisite for advancement to E-8 commencing with the Fiscal Year 2026 Selection Board.*

1. Sea Assignments (all)
  - Department LCPO
  - Should be qualified OOD(I/P), Section Leader, and other outside the normal scope (ie: ATTWO, Senior Watchbill Coord etc)
  - At least one warfare pin
  - STT Coordinator or STT Assistant Coordinator
  - Flight Deck Officer (FDO)
  - Helicopter Control Officer (HCO)
  - DCTT team or other Training Team Member. Repair Locker Leader or other Damage Control organization involvement
  - Enlisted Watchbill Coordinator
  - CPOA 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
  - CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
  - Command collateral duties with documented impact
  - Deck Safety Qualified in all evolutions
  - Well Deck Safety Officer (Amphi)
  - Crane Safety Officer (Amphi)
  - Wells Deck Control (Amphi)
  - Tactical Craft Patrol Leader (weapons release authority)
  - Command 3MC with documented impact.
2. Shore Assignments (all)
  - Detailer
  - Training Teams (MESF TEU/EOD TEU) MTS completion all ranks
  - Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
  - CDO Qualified
  - CPOA 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
  - CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
  - Command collateral duties with documented impact
  - TYCOM
  - NRC CSEL
  - When assigned to a Navy Reserve Activity, completion of the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A series should be completed during an assignment.
  - Completion of the Senior Enlisted Academy (SEA), service equivalent and the Reserve Senior Enlisted Management (RSEM), and/or CPO Leader Development Course should be highly considered when evaluating Senior Enlisted personnel.

**Considerations for advancement from E8 to E9**

**NOTE:** *Senior Enlisted Academy (SEA) will be a prerequisite for advancement to E-9 commencing with the Fiscal Year 2026 Selection Board.*



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1. Sea Assignments (all)
  - Department LCPO
  - Deck Safety Qualified in all deck evolutions
  - Section Leader, and other outside the normal scope (ie: ATTWO)
  - At least one warfare pin
  - DCTT Team or other Training Team Member. Repair Locker Leader or other Damage Control organization involvement
  - CPOA 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
  - CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
  - Command collateral duties with documented impact
  - Department LCPO
  - Senior Watchbill Coordinator
  - STT Coordinator
  - Tactical Action Officer (TAO)
  - OOD Underway
  - Well Deck Safety Observer (amphi)
  - Crane Safety Officer (amphi)
  - Well Deck Control (amphi)
  - HVU/SBC SEL
  
2. Shore Assignments (all)
  - LCPO/SEL at large training command.
  - Head Detailer/Special Programs/
  - TYCOM
  - Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
  - CPOA 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
  - CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
  - Command collateral duties with documented impact
  - When assigned to a Navy Reserve Activity, completion of the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A series should be completed during an assignment.
  - Completion of the Senior Enlisted Academy (SEA), service equivalent and the Reserve Senior Enlisted Management (RSEM), and/or CPO Leader Development Course should be highly considered when evaluating Senior Enlisted personnel.