



## TM CAREER PATH SELECTED RESERVE (SELRES)



Torpedomans Mate Non-Nuclear, Submarine Weapons receive extensive training in the operation and maintenance of hydraulic systems, hoists and cylinders, pressurized air systems, and submarine weapons and weapons delivery systems. Responsible for the operation, routine care and repair of submarine weapons systems. These mechanical specialists are vital elements in the combat survivability of the submarine. TM's will typically be billeted in either the Expeditionary Maintenance (EM) Mission of the Submarine Force Reserve Component (SFRC), the Undersea Warfare Operations (UWO) Mission, or the Surge Maintenance (SM) Mission of NAVSEA.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	TMCM	16.0 Yrs	CSEL	N/A	Billet: CSEL
23-26	TMCM TMCS	16.0 Yrs 12.5	CSEL	N/A	SFRC, UWO, EM, NAVSEA Billet: CSEL, Regional LCPO/SEA Qualifications: Senior Enlisted Academy
20-23	TMCM TMCS TMC	16.0 Yrs 12.5 9.7	CSEL	N/A	SFRC, UWO, EM, NAVSEA Billet: CSEL, Regional LCPO/SEA(TMCS/TMCM), Unit SEL/LCPO Qualifications: Senior Enlisted Academy
16-20	TMCS TMC TM1	12.5 Yrs 9.7 8.6	CWO, CSEL	N/A	SFRC, UWO, EM, NAVSEA Billet: CSEL, Regional LCPO/SEA(TMCS), Unit SEL/LCPO/LPO Qualifications: Senior Enlisted Academy
12-16	TMCS TMC TM1	12.5Yrs 9.7 8.5	LDO, CWO, CSEL	N/A	SFRC, UWO, EM, NAVSEA Billet: Unit/Team SEL/LCPO/LPO Qualifications: Senior Enlisted Academy (TMCS/TMC)
8-12	TMC TM1 TM2	9.7 Yrs 8.5 5.1	STA-21, OCS, LDO	42 Months	SFRC, UWO, EM, NAVSEA Billet: Unit/Team SEL/LCPO/LPO Qualification: Qual Cert Board Member (TMC/TM1), Weapons Handling Team Leader/QA-SO Active Duty: 2nd Sea Tour Billet: LCPO/LPO Duty: Submarine/Sub Tender Qualification: DOOW/Pilot/COW/DCPO/QASO/BDW
4-8	TM1 TM2 TM3	8.5 Yrs 5.1 1.3	STA-21, OCS, Naval Academy	36 Months	Reserve: SFRC, UWO, EM, NAVSEA Billet: Unit LPO Duty: IMA/EM/SM/UWO/ Weapons Handling Team/ Submarine/Sub Tender Qualification: Qual Cert Board Member (TM1), Weapons Handling Team Leader, Maintenance Person, Theater ASW Watch Supervisor, TASWWA/Master Tactical Plotter, Database Manager, BCA Tech Control, BCA Chief of the Watch, Work Center Supervisor



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1-4	TM2 TM3	5.1 Yrs 1.3	STA-21, OCS, Naval Academy	48-51 Months	Active Duty: Billet: Tactical Weapons Operator Duty: Submarine Qualification: Submarine Warfare/Helm/Planesman/TMOW/BDW/ POOD/Weapons Handling Team Leader/QAI
1+/-	TM3 TMFN TMFA Accession Training	1.3 Yrs 9 Months			Active Duty: Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

**Notes:**

1. “A” School is required. SELRES with technically rated “A” schools in addition to documented experience on weapons handling teams have the ability to cross rate into TM.
2. In addition to the above career path, a TM is advanced due to their proven leadership, performance, and qualifications.
3. Acronyms:

ADSW	Active Duty for Special Work
ADT	Active Duty for Training
AT	Annual Training
BCA	Broadcast Control Authority
BDW	Below Decks Watch
IMF/A	Intermediate Maintenance Facility/Activity
NRC	Navy Reserve Center
NSSC/NSSF	Naval Submarine Support Command/Facility
POOD	Petty Officer of the Deck
QAI	Quality Assurance Inspector
QA-SO	Quality Assurance-Safety Observer
RTC	Recruit Training Command
TASWO	Theater Anti-Submarine Watch Officer
TASWWA	Theater Anti-Submarine Warfare Watch Assistant
TASWWS	Theater Anti-Submarine Warfare Watch Supervisor
TMOW	Torpedoman of the Watch
TYCOM	Type Commander

4. Ratings NEC's:

Q33A - SSN/SSBN Weapons Equipment Technician  
737B - SSN 719-783 Submarine Vertical Launch System Tube Maintenance Technician  
Q10A - TM Leading Chief Petty Officer (LCPO)

**NEC Notes:**

(1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.

(2) NEC not assignable to SELRES personnel and programming of SELRES manpower requirements with this NEC is not authorized.

5. Rating name change was approved and implemented in FY19 from MMW to TM.



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### **Considerations for advancement from E6 to E7**

- Prior to selection for E7, candidates should successfully complete an LPO tour for a minimum of 12 months and have leadership bullets indicating this in their evaluations.
- 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
- Graduate of Advanced Leader Development Cour

### **Considerations for advancement from E7 to E8**

- Prior to selection for E8, candidate should successfully complete a unit SEL tour for a minimum of 12 months.
- AT/ADT/ADSW duties to a TYCOM, Command Task Force (CTF), Submarine Group/Squadron, NSSC/NSSF, IMF/IMA, Special Projects, and instructor duty. Candidates should have leadership roles at their command
- While unable to be detailed to a NRC Command Chief billet, some candidates may have periods of filling in for the NRC Command Chief documented in their evaluation, which should be looked at favorably.
- 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
- Graduate of the CPO Leader Development Course.

### **Consideration for advancement from E8 to E9**

- Must be a graduate of Senior Enlisted Academy (SEA) or other Service Equivalent school.
- Prior to selection for E9, candidate should successfully complete a Mission Regional LCPO/SEA tour for a minimum of 12 months.
- AT/ADT/ADSW duties to a TYCOM, CTF, Submarine Group/Squadron, NSSC/NSSF, IMF/IMA, Special Projects, and instructor duty. Candidates should have leadership roles at their command.
- Candidates with NEC 9578 should be looked at favorably.
- 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

### **Commissioning/Other Special Programs:**

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10000)  
CSEL Program - [Pages - CMC\\_CSC\\_Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10000)