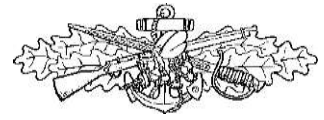




## UT CAREER PATH SELECTED RESERVE (SELRES)

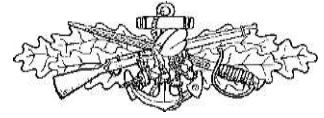


Utilitiesman (UT): Responsible for the installation, maintenance, operation and repair of the following: plumbing, heating, steam, compressed air, fuel storage, water treatment and distribution systems, air conditioning, refrigeration equipment and sewage collecting and disposal facilities at shore installations around the world. Construction skills performed include: installing and maintaining systems requiring plumbing and pipe fitting skills; installing, operating and repairing heating, piping, ventilation and air conditioning systems; operating and maintaining water and wastewater systems and treatment plants; identifying and carrying out procedures to limit or minimize the adverse effects of environmental pollution; reading blueprints and performing material and cost estimates. 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 Civil Engineering Support Equipment (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
26-30	CBCM	20.6 Yrs	CSEL	N/A	Subsequent Tours.
23-26	CBCM UTCS	20.6 Yrs 19	CSEL	8LDC, 8SEA	Billet: SEL/SEA, Region/Company Chief, Operations LCPO R3C/S3C, Training LCPO R3C/S7C Manpower Chief, RAC, Mob Manager, Department. Chief Duty: NCB, NCR, NCG, NSW, NFELC, NECC, NAVFAC, or NCHB
20-23	CBCM UTCS UTC	20.6 Yrs 19 16.7	CSEL	8LDC, 8SEA	Billet: SEL, Operations LCPO R3C/S3C, Training LCPO R7C/S7C, Region/Company Chief, Manpower Chief, RAC, Mob Manager, Dept Chief. Duty: NCB, NCR, NCG, NSW, NFELC, NECC, NAVFAC
17-20	UTCS UTC UT1	19 Yrs 16.7 10.3	CWO (Non-Seabee), CSEL	811A, B00A, B15A, B22A	Billet: Operations Staff, Training Staff, Department LCPO, Region/Company Chief, Manpower Chief, RAC, Mob Manager, Dept Chief. Duty: NCB, NCR, NCG, NAVFAC, NECC, NSW
14-17	UTC UT1	16.7 Yrs 10.3	CWO (Non-Seabee)	811A, B00A, B15A, B22A, B06A, B23A, B24A	Billet: Utilitiesman: Project Manager/LPO, Platoon CDR, Shops CPO, Company Ops, Region/Company LPO Duty: NCB, NCR, NCG, NAVFAC, NECC, NSW
11-14	UT1 UT2	10.3 Yrs 4.6	STA-21, OCS, LDO	B24A, B23A, B06A, B14A, B15A, B22A	Billet: Utilitiesman: Region/Company LPO, DET/Unit OIC/AOIC/LPO, Safety/QC Specialist. Duty: NCB, NCR, NCG, NAVFAC, NECC, NSW



## UT CAREER PATH SELECTED RESERVE (SELRES)



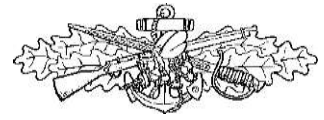
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	POSSIBLE NECs	TYPICAL CAREER PATH DEVELOPMENT
7-11	UT1 UT2	10.3 Yrs 4.6	STA-21, OCS, LDO	B24A, B23A, B06A, B14A, B15A, B22A	Billet: Utilitiesman: SME, LPO, DET AOIC, Quality Control, Safety, Training, OPS, or Project Supervisor. Duty: NCB, NCR or NCG.
4-7	UT2 UT3	4.6 Yrs 30 Months	STA-21, OCS	B24A, B23A, B06A, B14A, B15A, B22A	Billet: Utilitiesman: Crew Leader Duty: NCB, NCR or NCG. Leadership: Squad Leader, Fire Team Leader, Crew Leader
1-4	UT2 UT3	4.6 Yrs 30 Months	STA-21, OCS, Naval Academy	B24A	Billet: Basic trades Duty: NCB, NCR or NCG
1+/-	UTCN UTCA Accession training	18 Months		804G	Recruit training, "A" School, and ECS (NEC 804G) 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, B06A Water Well Tech, B14A Tool and Equipment Tech, B15A Planning and Estimating, B22A Safety Inspector, B23A Shore Based Refrigeration and AC Tech, B24A UT Advanced.
- NEC Notes: NECs may be challenged/earned based upon 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 a 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).



## UT CAREER PATH SELECTED RESERVE (SELRES)



### 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, 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.

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. 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 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 Logistical Support Unit
R3C/S3C	Operations Chief for Regiment or Battalion
R7C/S3C	Training Chief for Regiment or Battalion
RAC	Reserve Assignment Coordinator (Detailer)

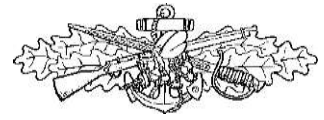
### Considerations for advancement from E6 to E7

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 commands mission and Sailors. UT1s 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 UT1 (such as QC Chief or Safety Chief), Battalion OPS LPO, Battalion Training LPO, Platoon CDR or 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, if assigned, documented success as a project supervisor.
- SCW qualified a must if assigned to a qualifying unit. Qualifying units listed above.



## UT CAREER PATH SELECTED RESERVE (SELRES)



- EXW qualified a must if assigned to a qualifying unit. Qualifying units listed above.
- Documented success improving warfighting readiness for the unit should be viewed positively.
- In rate knowledge, earned advance UT NEC and/or other UT, NCF related NECs; if possible.
- Journeyman HVAC or plumber a plus! Use of this knowledge to train/develop junior UTs and impact on command mission. 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.

### **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 of the following milestones:

- Sustained superior performance broken out amongst their peers.
- CPO-LDC graduate.
- Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors.
- UTCs 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.
- Excelling at multiple commands, didn't stay in comfort zone.
- Documented success improving warfighting readiness for the unit should be viewed positively.
- Journeyman/Master HVAC or plumber a plus! Use of this knowledge to train/develop junior UTs and impact on command mission or the Safety or Quality Control programs.
- 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.

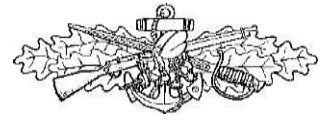
### **Considerations for advancement from E8 to E9**

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 graduate.
- Preference should be given to sailors who have experience at key E8 billets at operational NCF units;



## UT CAREER PATH SELECTED RESERVE (SELRES)



the NCB's or NCR's. These are typically more challenging, demanding, and arduous.

- Documented ever increasing CHALLENGING leadership roles, results of leadership on commands mission and sailors. UTCS's 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, SEL of 30<sup>th</sup> or 22 NCR Augment, Manpower Chief at an NCB or NCR, Department Head at an NCB, or NCR, Department Chief at an NCB, or NCR.
- \*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).
- 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/display.asp?story_id=10888)

CSEL Program - [Pages - CMC\\_CSC\\_Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)