



**YN CAREER PATH**  
**SELECTED RESERVE (SELRES)**

Yeoman (YN) work is primarily performed in a professional office environment, both afloat and ashore. SELRES YN Sailors serve as unit office managers in support of unit and gaining command administrative infrastructure necessary to meet the command's objectives. They may work independently, with little supervision, or closely with others under close supervision, depending on individual assignments.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	YNCM	21.2 Yrs.	CSEL	N/A	Billets: AO, LCPO, CSEL Duty: NIOC, EUCOM, MSC Quals: SEA, NRUM, RSEM, CMCDM
23-26	YNCM YNCS	21.2 Yrs. 18.3	CSEL, CMDCM,	N/A	Billets: AO, LCPO, CSEL Duty: NR JTRU, MSC, SECDEF Quals: CMCDM, NRUM, RSEM, SEA
20-23	YNCM YNCS YNC	21.2 Yrs. 18.3 14	CSEL, CMDCM, CWO	N/A	Billets: AO, LCPO, SEL Duty: Flag Staff, NMCB, FLAG STAFF Quals: CMCDM, NRUM, RSEM, SEA
16-20	YNCS YNC YN1	18.3 Yrs. 14 10.6	CWO, CSEL	N/A	Billets: AO, CSEL, LCPO, LPO Duty: FLAG STAFF, INTEL, NMCB, MSC, RECRUITING, SPECWAR, SQUADRONS, UMV Quals: NRUM, RSEM, SEA
12-16	YNCS YNC YN1	18.3 Yrs. 14 10.3	OCS, LDO, CWO	N/A	Billets: AO, ALPO, CSEL, LCPO Duty: FLAG STAFF, NIFR, MSRON, NMCB, MSC, RECRUITING, SPECWAR, SQUADRONS Quals: NRUM, RSEM, SEA, SJPME, PPME, USMAP
8-12	YNC YN1 YN2	14 Yrs. 10.3 5.1	STA-21, OCS, LDO	N/A	Billets: AO, LCPO, CSEL, ALPO, SEC MGR, SEC SPEC, Duty: FLAG STAFF, NIFR, CNAFR, ECRC, SPECWAR, SQUADRONS Quals: NRUM, RSEM, SEA, PPME, SJPME, USMAP
4-8	YN1 YN2	10.3 Yrs. 5.1	STA-21, OCS, Naval Academy	N/A	Billets: AO, LPO, ALPO/CSEL/SECURITY MGR. SECURITY SPEC, ADMIN SUPV Duty: FLAG STAFF, NIFR, MSRON, NMCB, MSC, RECRUITING, SPECWAR, SQUADRONS Quals: PPME, SJPME I, USMAP



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
1-4	YN2 YN3	5.1 Yrs. 30 Mos.	STA-21, OCS, Naval Academy	N/A	Billets: AO, LPO, ALPO, ADMIN SUPV, SEC MGR Duty: MSRON, SPECWAR, SQUADRONS, NIFR, STAFF, JOINT CMD Quals: PPME, USMAP
1+/-	YNSN YNSA Accession Training	1.5 Yrs.		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command. Billets: ADMIN ASST, SEC SPEC Duty: SQUADRON, AFRICOM, MSC, SURGEMAIN

**Notes:**

1. "A" School is not required. YNs must maintain, at a minimum, a valid adjudicated SECRET security clearance.
2. In addition to technical knowledge, SELRES YNs are expected to be knowledgeable in Navy Reserve Program Management to be competitive for advancement to E7-E9.
3. SELRES YNs serve in billets augmented to various warfighting domains in the Navy. When assigned to units eligible for warfare qualifications, YNs must qualify for the warfare specialist designation in the community or platform-they are assigned or mobilized per the governing instructions when the length of orders permits.
4. Rating NECs are not applicable to SELRES billets; however, NECs could have been earned prior to affiliation with the Reserve Component or while serving on Active Duty for extended periods of Active Duty. Special consideration should be given to SELRES who have earned NECs and used skills towards increasing readiness; attainable NECs include: Security Assistant (791A); Flag Officer Writer (791D); 791F Command Pay and Personnel Administrator (CPPA) (791F); Instructor (805A); Master Training Specialist (8MTS) (billet specific); Career Information Program Advisor (806R); Reserve Career Information Program Advisor (807R); Assistant Reserve Program Director (RPD) (858A); and Command Fitness Leader (CFL) (8CFL). Completion of the Senior Enlisted Academy (8SEA) (service equivalent); Reserve Senior Enlisted Management (RSEM); Navy Reserve Unit Management (NRUM); and CPO Leader Development Course should be highly considered when evaluating senior enlisted personnel.

**Considerations for advancement from E6 to E7**

**Fully Qualified Candidates** – Will have demonstrated performance in one or more of the following categories:

- Should have served as LPO, Assistant LPO or in a leadership position.
- Command or Assistant Command Collateral Duties.
- Sailorization (rate training, mentorship, and professional development, etc.).
- FCPOA/Sailor 360 involvement.

**Best Qualified Candidates** – Will have demonstrated sustained superior performance in one or more of the following categories:

- Should have served as Command LPO, Acting Admin LCPO, Admin Officer with documented leadership/impact.



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- Major contributions and impact to UMUIC on warfighting readiness with documented impact.
- YN Community Health (regional rate training and Leadership Symposiums, AERR, etc.).
- Completed rate specific mobilization or other long-term orders in support of warfighting readiness with documented impact.
- Command Collateral Duty with documented impact (Assistant ESO, Unit Career Counselor, UPC, CRT, etc.)
- FCPOA with strong involvement and documented leadership/impact (leading a committee/elected officer)
- Sailor 360 with strong involvement and documented leadership/impact.
- Completed PPME, SEJPME I and off-duty education.

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

**Fully Qualified Candidates** - Will have demonstrated performance in one or more of the following categories.

- Must be a graduate of Chief Petty Officer Leader Development Course (CPOLDC).
- Should have served as LCPO, Admin Officer with documented leadership/impact.
- Command Collateral Duty with documented impact
- Sailorization (rate training, mentorship, and professional development, etc.).
- CPOA involvement.
- CPO Initiation involvement.
- SAILOR 360 involvement.

**Best Qualified Candidates:** - Will have demonstrated sustained superior performance in one or more of the following categories:

- Should have served as Command/Unit SEL, SEA with documented leadership impact.
- Major contributions and impact to UMUIC on warfighting readiness with documented impact.
- Completed rate specific mobilization or other long-term orders in support of warfighting readiness with documented impact.
- Major Command Collateral Duty with documented impact.
- YN Community Health (regional rate training and Leadership Symposiums, AERR, etc.).
- CPOA with strong involvement and documented impact (leading a committee/elected officer)
- Sailor 360 with strong involvement and documented leadership/impact.
- CPO initiation involvement (leading a committee).
- Completed Navy Enlisted Leader Development Facilitator Certification course and documented performance facilitating F/I/A/CPOLD course.
- Graduate of Senior Enlisted Academy (SEA) or other Service Equivalent school.
- Completed PPME, SEJPME I and off-duty education.

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

**Fully Qualified Candidates** – Will have demonstrated performance in one of the following categories:

- Must be a graduate of Senior Enlisted Academy (SEA) or other service equivalent school.
- Should have served as LCPO, Admin Officer with documented technical expertise/impact.
- Command Collateral Duty with documented impact
- Sailorization (rate training, mentorship, and professional development, etc.).
- CPOA involvement.
- CPO Initiation involvement.
- SAILOR 360 involvement.



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**Best Qualified Candidates:** - Will have demonstrated sustained superior performance in one or more of the following categories:

- Should have served as Command/Unit SEL, SEA with documented leadership impact.
- Major contributions and impact to UMUIC on warfighting readiness with documented impact.
- Completed rate specific mobilization or other long-term orders in support of warfighting readiness with documented impact.
- Major Command Collateral Duty with documented impact.
- YN Community Health (regional rate training and Leadership Symposiums, AERR, etc.).
- CPOA with strong involvement and documented impact (leading a committee/elected officer)
- Sailor 360 with strong involvement and documented leadership/impact.
- CPO initiation involvement (leading a committee).
- Completed Navy Enlisted Leader Development Facilitator Certification course and documented performance facilitating F/I/A/CPOLD course.
- Completed PPME, SEJPME I & II and off-duty education.

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

Commissioning Programs - [Commissioning Programs \(navy.mil\)](#)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](#)