



EOD CAREER PATH



Explosive Ordnance Disposal Technicians (EOD). EOD Technicians perform operations which include: location, identification, render safe and disposal of foreign and domestic ordnance including conventional, chemical, biological, nuclear, underwater, and improvised explosive devices enabling access during operations in support of Carrier and Expeditionary Strike Groups, Mine Countermeasures, Naval Special Warfare, and Army Special Forces. Perform location and identification of Weapons of Mass Destruction (WMD) and Improvised WMD. Provide training and assistance for military, federal, state, and local civilian law enforcement agencies in ordnance related Anti-Terrorism/Force Protection procedures. Support and conduct ordnance related exploitation, intelligence collection, and counter-terrorism operations. Operate, maintain, and repair specialized EOD and combat equipment. Maintain required forms, records, correspondence, and files. Duties include performing open and closed-circuit SCUBA diving, explosive demolitions, parachuting, tactical delivery, and extraction by unconventional insertion methods and small arms proficiency.

| YEARS OF SERVICE | RATE/RANK | AVERAGE TIME TO PROMOTE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|------------------------|-------------------------|---|----------------|---|
| 25-30 | EODCM EODCS | 20 Yrs 16.1 | CSEL | 48 | 4 th Sea Tour CONUS/OCONUS Billet: See section 3 Duty: See section 5 Qualification: See sections 1, 4 and 5 |
| 21-24 | EODCM EODCS EODC | 20 Yrs 16.1 11.9 | CSEL | 36 | 3rd Shore Tour CONUS/OCONUS Billet: See section 3 Duty: See section 5 Qualification: See sections 1, 4 and 5 |
| 17-21 | EODCM EODCS EODC | 20 Yrs 16.1 11.9 | CSEL | 48 | 3rd Sea Tour CONUS/OCONUS Billet: See section 3 Duty: See section 5 Qualification: See sections 1, 4 and 5 |
| 14-17 | EODCS EODC EOD1 | 16.1 Yrs 11.9 6.5 | | 36 | 2 nd Shore Tour CONUS/OCONUS Billet: See section 3 Duty: See section 5 Qualification: See sections 1, 4 and 5 |
| 11-14 | EODC EOD1 | 11.9 Yrs 6.5 | LDO, OCS, MECP | 60 | 2 nd Sea Tour CONUS/OCONUS Billet: See section 3 Duty: See section 5 Qualification: See sections 1, 4 and 5 |
| 7-11 | EOD1 EOD2 | 6.5 Yrs 3.5 | LDO, STA-21, OCS, MECP | 36 | 1 st Shore Tour CONUS/OCONUS Billet: See section 3 Duty: See section 5 Qualification: See sections 1, 4 and 5 |
| 2-7 | EOD1 EOD2 | 6.5 Yrs 3.5 | STA-21, OCS, MECP USNA, NROTC | 60 | 1 st Sea Tour CONUS/OCONUS Billet: EOD Technician / EOD Supervisor Duty: See section 5 Qualification: See sections 1, 4 and 5 |
| 1-2 | EOD3 EODSN EODSA | 1.9 Yrs 10 Months | | 20 | Recruit Training Command, EOD Dive School, Joint Service EOD A-School, Military Static Line parachute training and Tactical Training. All Basic EOD Technicians are required to qualify as NEC M02A prior to reporting for duty onboard their first command |



Notes:

1. EOD Navy Enlisted Classifications (NECs):

The EOD rating has three primary Navy Enlisted Classification (NEC) codes (M02A/M03A/M04A) which are required for advancement and signify an increased level of knowledge and responsibility, similar to the Navy's apprentice, journeyman, and master skill designations used to describe other technical rates.

| PRI NECs | LONG TITLE | AWARDING CRITERIA |
|----------|---------------------------------|---|
| M00A | EOD Apprentice | Sailors holding M00A as their primary NEC are not qualified EOD Technicians. Sailors with this NEC cannot advance to EOD2 or above. |
| M01A | EOD Apprentice (Student Status) | Sailors holding M01A as their primary NEC are not qualified EOD Technicians. Sailors with this NEC are in a student status |
| M02A | Basic EOD Technician | Awarded on graduation from EOD "A" School |
| M03A | Senior EOD Technician | Must be M02A, complete PQS, and pass qualification board |
| M04A | Master EOD Technician | Must be M03A, complete PQS, and pass qualification board |

The EOD rating has secondary NECs described in the Navy Enlisted Manpower and Personnel Classifications and Occupational Standards (NEOCS) manual which are not prerequisites for advancement within this career path.

| SEC NECs | LONG TITLE | AWARDING CRITERIA |
|----------|-----------------------------|--|
| M05A | EOD Exploitation Specialist | This NEC is NOT superior to M04A. Earned by OJT at EOD Exploitation Unit ONE. |
| M06A | Ordnance Clearance Diver | This NEC is NOT superior to M04A. This is a legacy Navy Enlisted Classification that is not actively in use. |

In 2022, EOD established Career Leadership Milestone tracking NECs to denote completion of leadership milestone tours within EOD commands. These NECs are awarded only after the successful completion of the leadership milestone tours listed in Para. 3 and 5. The table below lists the EOD Career Milestone NECs.

NOTE: Minimum time in milestone is not the only determinate of Milestone Completion. The member must be explicitly indicated as "Milestone Complete" by NEC, Performance Evaluation, or MFR.

| LEADERSHIP MILESTONE NECs | LONG TITLE | AWARDING CRITERIA |
|---------------------------|-------------------|---|
| M04L | EOD Platoon LPO | 12 months as Leading Petty Officer (at sea or shore) |
| M04P | EOD Platoon LCPO | Full Optimized Fleet Response Plan (OFRP) as Platoon LCPO |
| | Task Element LCPO | Full JORT Cycle as Task Element LCPO at NSWDG EOD SQN |
| M04C | EOD Company | 20 months as EOD Company LCPO |
| | EOD DEPT LCPO | 20 months as N3 or N7 DEPT LCPO |
| | EOD Troop LCPO | 16 months as EOD Troop LCPO at NSWDG EOD SQN |
| | EOD DEPT LCPO | 16 months as DEPT LCPO at NSWDG EOD SQN |
| M04M | EOD CSEL | 8CMC qualified and has served in CSEL capacity |

2. CONSIDERATIONS FOR ADVANCEMENT**FULLY QUALIFIED EOD Technicians:**

- SHALL DEMONSTRATE SUSTAINED SUPERIOR PERFORMANCE AT SEA
- SHALL hold NEC M04A for advancement to E7 / E8 / E9



- SHALL hold the appropriate Leadership Milestone NEC at their current paygrade
 - Advancement from E6 to E7: M04L
 - Advancement from E7 to E8: M04P
 - Advancement from E8 to E9: M04C
 - NOTE: A Memorandum for the Record (MFR) on command letterhead, signed by the CO to the service member, validates NEC or LPO/LCPO milestone completion during a time frame that is not annotated in a regular report ONLY and should only be considered if the member otherwise meets ALL minimum requirements for the milestone.
- SHALL have been qualified in all CORE QUALIFICATIONS listed in section 4
- SHALL have completed all Navy prescribed Professional Military Education for their current paygrade
 - Advancement from E6 to E7: Advanced Leader Development Course
 - Advancement from E7 to E8: Chief Petty Officer Leader Development Course
 - Advancement from E8 to E9: Senior Enlisted Academy or Other/Joint Service Equivalent

BEST QUALIFIED EOD Technicians:

- SHOULD have a diverse background between Sea and Shore, geographic locations, various echelon commands, and joint duty. Overseas duty is highly valued.
 - UIC 72301 (EODTACDEVEVALSQDN) is a CNO Priority One Command whose members do not follow a normal Sea/Shore rotation and opportunity for diversity of Command assignments is limited.
*This note only applies to EODTACDEVEVALSQN Operators.
- Top enlisted leaders in the EOD rating are recognized with the “Santino Leadership Award” or the “Childre Leadership Award”
- SHOULD have earned ENHANCING QUALIFICATIONS (per section 4) if they have served at a command that offered those qualifications
- SHOULD have earned SPECIALIZED QUALIFICATIONS (per section 4) if they have served in a specific duty capacity to earn those qualifications
- SHOULD impact readiness and culture by leading command collateral duties including, but not limited to:
 - Command EOD Warfare Specialist (EWS) Coordinator
 - Command Expeditionary Warfare Specialist (EXW) Coordinator
- SHOULD impact peers by leading within FCPOA / CPO Mess
- SHOULD have contributed to EOD rating development including, but not limited to:
 - Senior Enlisted Selection Boards



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- EOD Advancement Exam Rating Review
- EOD PQS/Warfare Program Working Group
- EOD Enlisted Occupational Standards Review Workshop (NEOCS Review)
- SHOULD have completed 1 OFRP within their current paygrade

3. EOD Billets

- The LEADERSHIP MILESTONE duty titles, while serving at commands per para. 5, are the only accepted duties that fulfill leadership milestone requirements

| Leadership Milestone Duty Titles | | |
|---|---------------------------------|---------------------------------|
| E6 Milestone Billets | E7 Milestone Duty Titles | E8 Milestone Duty Titles |
| Leading Petty Officer | Platoon LCPO | Company LCPO |
| Platoon LPO | Task Element LCPO | Troop LCPO |
| | | N3 or N7 DEPT LCPO |

- The duty titles below are commonly used in the EOD rating, but ARE NOT recognized leadership milestone assignments.

| Non-Milestone Duty Titles | | |
|----------------------------------|-----------------------|------------------------------|
| E6 Billets | E7 Duty Titles | E8 Duty Titles |
| EOD Tech | DEPT/DIV CPO | Program Manager |
| Instructor | Platoon CPO | DEPT SCPO |
| | EOD Tech | DEPT LCPO (other than N3/N7) |

4. EOD Qualifications.

CORE QUALIFICATIONS: those qualifications that are required for ALL EOD Technicians except as noted

ENHANCING QUALIFICATIONS: qualifications that can be earned at specific duty stations

SPECIALIZED QUALIFICATIONS: qualifications that can only be earned in a specific duty capacity

| Core Qualifications | Enhancing Qualifications | Specialized Qualifications |
|---|--|--|
| SCUBA Supervisor | ** Range Safety Officer (RSO) | Static Line Jumpmaster (SLJM) |
| Demolition Operation Supervisor (DOS) | Master Training Specialist (MTS) | **Military Freefall Jumpmaster (MFFJM) |
| *Closed Circuit UBA Supervisor (MK16, MK25, VIPER) | EOD Exploitation Specialist | Air Operations Trainer (AOT) |
| *Helicopter Rope Suspension Techniques (HRST) / Cast master | Small Arms Instructor (SAMI) or Expeditionary SAMI (ESAMI) | Air Operations Trainer Examiner (AOTE) |
| | | Crew Served Weapons RSO |
| | | Crew Served Weapons Instructor |

*Not required for EODTACDEVEVALSQLN Operators

** EODTACDEVEVALSQLN Operators are required to be qualified either RSO or Military Freefall Jumpmaster



5. EOD Duty

- **EOD Operational Commands ***These commands may grant ALL Leadership Milestone NECs*****
 - Explosive Ordnance Disposal Mobile Units (EODMU)
 - NSWDG - EODTACDEVEVALSQLN (EOD Operators)
 - EOD Exploitation Unit ONE
 - Major Command: Commander Task Force 56 / 68 / 75

**The commands listed below are NOT E7/E8 Leadership Milestone awarding commands.
LPO Milestone (NEC M04L) can only be granted at the commands below identified with an asterisk (*)**

- **EOD Sea Commands**
 - EOD Groups ONE / TWO
 - EOD Expeditionary Support Unit ONE / TWO
- **EOD Training and Production Commands**
 - * EOD Training and Evaluation Units ONE & TWO
 - * Naval School Explosive Ordnance Disposal (NAVSCOLEOD)
 - * Naval Diving and Salvage Training Center (NDSTC)
 - * Center for EOD and Diving Detachment GREAT LAKES (CEODD)
 - United States Naval Academy
 - Recruit Training Command (RTC)
- **EOD Shore Duty**
 - * EOD Shore Detachments (Type 1 & 6)
 - * EOD Fleet Liaison Unit (EODFLT LAU)
 - Navy Expeditionary Combat Command (NECC)
 - Center for EOD and Diving (CEODD), Panama City Beach, FL
- **Naval Special Warfare**
 - Naval Special Warfare Development Group (NSWDG) (non-operators)
 - Naval Special Warfare Training Detachment
- **Joint Duty**
 - Joint Special Operations Command (JSOC)
 - Navy Research Laboratory (NRL)
 - Special Operations Command (SOCOM)
 - Defense Threat Reduction Agency (DTRA)
 - Defense POW/MIA Accounting Agency (DPAAG)
- **Diversity Tours**
 - BUPERS Enlisted Community Management (BUPERS-32)
 - Navy Personnel Command (Detailer / Placement Coordinator)
 - Personnel Exchange Program (PEP)
 - Experimental Diving Unit (NEDU)
 - Navy Talent Acquisition Group Warrior Challenge Recruiters (NTAGs)
 - Operational Test and Evaluation Unit Force (OPTEVFOR)
 - Office of Naval Intelligence (ONI)
 - Expeditionary Warfighting Development Center (EXWDC)
 - Naval Safety Command (NAVSAFECOM)