



SB CAREER PATH



Special Warfare Boat Operators (SB). SBs support and perform maritime special operations in open ocean, littoral and riverine environments. SBs are experts in special operations tactics, small unit leadership, detailed mission planning, cultural awareness, advanced weapons tactics, depot level maintenance, tactical communications, advanced craft operations and preventive and corrective maintenance, long-range, over the horizon and riverine navigation, tactical combat medicine and intelligence operations. Every member of a Special Boat Team receives in-depth cross training to enable them to perform in other positions aboard special operations combatant-craft. The SB rating is Sea-duty intensive.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
29-30	FORCM CMDM SBCM	26 Yrs 22 20.1	CMC, CSEL	36	8 th Operational or 6 th Non-Operational Tour. Billet: CMC, LCPO, Staff duty. Duty: Team, TACD&E Squadron, CNSWC, NLEAD, NSWCEM, NSWDC, NSW Groups, NSW Unit/Det, TSOC, NSWAC
27-28	FORCM CMDM SBCM	26 Yrs 22 20.1	CMC, CSEL	48	7 th Operational or 5 th Non-Operational Tour. Billet: CMC, LCPO, Staff duty. Duty: Team, TACD&E Squadron, CNSWC, NLEAD, NSWCEM, NSWDC, NSW Groups, NSW Unit/Det, TSOC, NSWAC.
24-26	SBCM SBCS	20.1 Yrs 16.9	CMC, CSEL	36	6 th Operational or 4 th Non-Operational Tour. Billet: CMC, OPS LCPO, Staff duty. Duty: Team, TACD&E Squadron, CNSWC, NLEAD, NSWCEM, NSWDC, NSW Groups, NSW Unit/Det, TSOC, NSWAC.
21-23	SBCM SBCS SBC	20.1 Yrs 16.9 11.6	CMC, CSEL	48	5 th Operational or 3 rd Non-Operational Tour. Billet: CMC, OPS LCPO, Staff duty. Duty: Team, TACD&E Squadron, NLEAD, NSWCEM, NSWDC, NSW Groups, NSW Unit/Det, TSOC, NSWAC.
18-20	SBCM SBCS SBC	20.1 Yrs 16.9 11.6	CWO, CMC, CSEL	36	4 th Operational or 2 nd Non-Operational Tour. Billet: TRP LCPO, TRNG LCPO, OPS LCPO, MOB TRP LCPO, S&T LCPO, Staff duty. Duty: Team, TACD&E Squadron, NSWCEM, NLEAD, NSW Groups, NSWDC, NSW Unit/Det, TSOC, NSWAC
14-17	SBCS SBC SB1	16.9 Yrs 11.6 6.7	CWO	60	3 rd Operational Tour. Billet: DET LCPO, MOB Team LCPO. Duty: Team, TACD&E Squadron, NSWDC.
11-13	SBC SB1	11.6 Yrs 6.7	CWO	36	1 st Non-Operational Tour. Billet: Instructor, Staff duty, MOB S&T LPO Duty: NLEAD, NSWCEM, NSWDC, NSW Groups, Training Command, NSW Unit/Det, NSWAC.
2-10	SB1 SB2 SB3	6.7 Yrs 2.5 1.4	STA-21, MECF, OCS, Naval Academy, NROTC, SRT, NSWDC	60	1 st - 2 nd Operational Tour. Billet: Operator, DET LPO, TRNG LPO, TRP LPO, SQUAD LPO, SQDN LPO, MOB S&T LPO. Duty: Team, TACD&E Squadron, NSWDC.
0-1+	SB3 SBSN SBSA Accession Training	1.4 Yrs	Special Operations Tactical Medic (NEC O91A)		Recruit Training and all initial skills training events required to be completed prior to reporting to their first operational command.



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Notes:

- In 2020, Naval Special Warfare (NSW) established Career Leadership Milestone tracking Navy Enlisted Classifications (NECs) to denote completion of milestone tours within specific NSW commands. These NECs are awarded only after the successful completion of the leadership milestone tours listed in Para. 6 and Professional Military Education (PME) requirements (Ref COMNAVSPECWARCOMINST 1414.6A). The below tables list the applicable SB Career Leadership Milestone NECs within these specific commands:

Special Boat Team (SBT)/Training Command		NSW Development Group (NSWDG)		Special Reconnaissance Team (SRT)	
NEC	Milestone	NEC	Milestone	NEC	Milestone
O52A	SWCC Operator	O29A	D&E Operator	-	-
O52L	LPO (per Para 6.a)	O29L	MOB LPO	O22L	SQUAD LPO
O52C	DET LCPO	O29C	MOB TM LCPO	-	-
O52T	Troop LCPO	O29T	MOB TRP LCPO	-	-

- Legacy Blk 29:
 - (PLT LPO) SRT Team PLT LPO: is a legacy leadership term used until 15 November 2024 and considered MILESTONE COMPLETE to determine “best and fully qualified.”
 - (BCS LPO, BCT LPO, and CQT LPO): BCS LPO, BCT LPO, and CQT LPO are legacy leadership terms used between 16 NOV 2021 to 15 NOV 2022 and considered MILESTONE COMPLETE to determine “best and fully qualified:”
- A Memorandum for the Record (MFR) on command letterhead, signed by the CO to the service member, validates milestone completion during a time frame that is not annotated in a regular report. This MFR may substitute for the commensurate leadership milestone NEC in the event that it has not yet been entered into the members OMPF / ESR. Selection Board eligible members can include a copy of the MFR in their Letter to the Board package.

Milestone Caveat Clause:

- NSW E6/E7/E8 SO/SB personnel may be assigned to formalized positions of increased rank and responsibility within the NSW enterprise or externally within the Joint Force. If these positions of greater responsibility justify advancement opportunities outside the standard pathways inherent to the NSW ECP, appropriate recognition and consideration should be given. FORCM visibility and approval is required before any Milestone complete NEC and MFR is issued from Echelon III or IV Commanders.
- Example: Due to the unique operational demands inherent to SOF, NSW E6/E7/E8 SO/SB will be required to fulfill specific requirements outside of the typical IDTC. SO/SB personnel can be required to deploy to a specific Joint Operations Area (JOA) to lead, advise, plan, C2, and/or execute special operations at the JSOTF, JTF, or similar O-6 staff level. As directed by NSW TYCOM Commander and FORCM, to fulfill TSOC operational mission-critical requirements. In such cases, these ADHOC deployments can be recognized as fulfilling the criteria for "BEST and Fully Qualified" for promotion and should be considered for concurrent completion of the appropriate NSW NEC milestone.
- Letter to the Board must include supporting documents that verify all MUST requirements.**



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1. In addition to the above career path, an SB is advanced due to his proven leadership, performance, and required qualifications commensurate with pay grade.
2. Considerations for determining “Fully Qualified” for advancement from E6 to E7
 - a. **MUST** hold the respective “L” (LPO) Leadership Milestone NEC (O52L, O29L, or O22L) after completing a leadership milestone position as outlined in Para. (6a).
 - b. **MUST** be a qualified SWCC SENIOR.
 - c. **MUST** complete the NSW LPO Course or NSW DG LPO Course.
3. Considerations for determining “Best Qualified” for advancement from E6 to E7
 - a. **SHOULD** complete the Career Education Program (CEP 1) Joint Fundamentals
 - b. **SHOULD** complete a diversity tour external to a Special Boat Team as outlined in Para. 5.
4. Considerations for determining “Fully Qualified” for advancement from E7 to E8
 - a. **MUST** hold the respective “C” (DET or MOB Team LCPO) Leadership Milestone NEC (O52C or O29C) or be in a leadership milestone position (Para. 6b) pursuing the “C” NEC which will be addressed in an MFR to the board. Exception to this is noted in the milestone caveat clause.
 - b. **MUST** be a qualified SWCC MASTER.
 - c. **MUST** complete the NSW Platoon Leaders Course or NSW DG Team Leader Course.
5. Considerations for determining “Best Qualified” for advancement from E7 to E8
 - a. **SHOULD** complete the Career Education Program (CEP 2) Enterprise Management.
 - b. **SHOULD** complete a diversity tour as outlined in Para. 5.
6. Considerations for determining “Fully Qualified” for advancement from E8 to E9
 - a. **MUST** hold the respective “T” (SBT Troop, TRNG, MOB TRP or S&T LCPO) Leadership Milestone NEC (O52T or O29T) or be in a leadership milestone position (Para. 6c) pursuing the “T” NEC which will be addressed in an MFR to the board. Exception to this is noted in the milestone caveat clause.
 - b. **MUST** be a qualified SWCC MASTER.
 - c. **MUST** complete the NSW Troop Leaders Course or NSW DG Troop LCPO Course.
 - d. **MUST** complete Career Education Program (CEP 3) Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) or the Navy Senior Enlisted Academy.
7. Considerations for determining “Best Qualified” for advancement from E8 to E9
 - a. **SHOULD** complete a diversity tour external to a Special Boat Team as a SCPO.
8. Assignments outside of a Special Boat Team are considered diversity and are enhancing for an individual’s career. Examples of diversity tours include but are not limited to (list is not in ranked priority), BTC phase, USSOCOM, TRADET, NAVSCIATTS, Theaters Special Operations Command (TSOC), NSW Detachment (Det), Naval Special Warfare Command (CNSWC), Naval Special Warfare Leadership Education and Development Command (NLEAD), Naval Special Warfare Assessment Command (NSWAC), Naval Special Warfare Development Group, Recruit Training Command Great Lakes, Navy Personnel Command, Bureau of Naval Personnel, Navy Senior Enlisted Academy, PEP billet, or any NSW Group.



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9. SWCC Milestone Leadership Positions:

* See Notes Section

a. E6 Milestone Positions

<u>Command</u>	<u>Block 29 Short Title</u>	
Special Boat Team	DET LPO	
NSWDG	MOB TEAM LPO MOB SQDN LPO MOB S&T LPO	
Special Reconnaissance Team	SQUAD LPO	(PLT LPO (LEGACY))
ATC Det Stennis	SOTM DIV LPO	(Successfully complete at least 18 months in LPO position)
Basic Training Command	PHASE LPO NSWO LPO	(Successfully complete at least 18 months in LPO position) (Successfully complete at least 18 months in LPO position)
NAVSCIATTS	TRNG LPO	(Successfully complete at least 18 months in LPO position)
NSWG-4 TRADDET EAST	TRNG LPO	(Successfully complete at least 18 months in LPO position)
NSWG-4 TRADDET WEST	TRNG LPO	(Successfully complete at least 18 months in LPO position)
NSWG-4 TRADDET SOUTH	TRNG LPO	(Successfully complete at least 18 months in LPO position)
NSWAC	OUTREACH LPO ASSESSMENT LPO	(Successfully complete at least 18 months in LPO position) (Successfully complete at least 18 months in LPO position)
NSWAC Det East	DETACHMENT LPO	(Successfully complete at least 18 months in LPO position)
SEAL Team 17 & 18	TRNG LPO MARITIME LPO	(Successfully complete at least 18 months in LPO position) (Successfully complete at least 18 months in LPO position)

b. E7 Milestone Positions

<u>Command</u>	<u>Block 29 Short Title</u>
Special Boat Team	DET LCPO
NSWDG	MOB TEAM LCPO

c. E8 Milestone Positions

<u>Command</u>	<u>Block 29 Short Title</u>	
Special Boat Team	TRP LCPO	
NSWDG	MOB TRP LCPO MOB S&T LCPO	(Post MOB TRP LCPO)
NSWG-4 TRADDET	TRNG LCPO	(Successfully complete at least 18 months in LCPO position)