



## 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 CMDCM SBCM	26 Yrs 22 20.1	CMC	36	8 <sup>th</sup> Operational or 6 <sup>th</sup> Non-Operational Tour. Billet: CMC, LCPO, Staff duty. Duty: Team, TACD&E Squadron, CNSWC, NLEAD, NSWCEN, NSWDG, NSW Groups, NSW Unit/Det, TSOC.
27-28	FORCM CMDCM SBCM	26 Yrs 22 20.1	CMC	48	7 <sup>th</sup> Operational or 5 <sup>th</sup> Non-Operational Tour. Billet: CMC, LCPO, Staff duty. Duty: Team, TACD&E Squadron, CNSWC, NLEAD, NSWCEN, NSWDG, NSW Groups, NSW Unit/Det, TSOC.
24-26	SBCM SBCS	20.1 Yrs 16.9	CMC	36	6 <sup>th</sup> Operational or 4 <sup>th</sup> Non-Operational Tour. Billet: CMC, OPS LCPO, Staff duty. Duty: Team, TACD&E Squadron, CNSWC, NLEAD, NSWCEN, NSWDG, NSW Groups, NSW Unit/Det, TSOC.
21-23	SBCM SBCS SBC	20.1 Yrs 16.9 11.6	CMC	48	5 <sup>th</sup> Operational or 3 <sup>rd</sup> Non-Operational Tour. Billet: CMC, OPS LCPO, Staff duty. Duty: Team, TACD&E Squadron, NLEAD, NSWCEN, NSWDG, NSW Groups, NSW Unit/Det, TSOC.
18-20	SBCM SBCS SBC	20.1 Yrs 16.9 11.6	CWO, CMC	36	4 <sup>th</sup> Operational or 2 <sup>nd</sup> Non-Operational Tour. Billet: TRP LCPO, TRNG LCPO, OPS LCPO, MOB TRP LCPO, S&T LCPO, Staff duty. Duty: Team, TACD&E Squadron, NSWCEN, NLEAD, NSW Groups, NSWDG, NSW Unit/Det, TSOC.
14-17	SBCS SBC SB1	16.9 Yrs 11.6 6.7	CWO	60	3 <sup>rd</sup> Operational Tour. Billet: DET LCPO, MOB Team LCPO. Duty: Team, TACD&E Squadron, NSWDG.
11-13	SBC SB1	11.6 Yrs 6.7	CWO	36	1 <sup>st</sup> Non-Operational Tour. Billet: Instructor, Staff duty, MOB S&T LPO Duty: NLEAD, NSWCEN, NSWDG, NSW Groups, Training Command, NSW Unit/Det.
2-10	SB1 SB2 SB3	6.7 Yrs 2.5 1.4	STA-21, MECP, OCS, Naval Academy, NROTC, SRT, NSWDG	60	1 <sup>st</sup> - 2 <sup>nd</sup> Operational Tour. Billet: Operator, Boat Crew Leader, DET LPO, TRNG LPO, TRP LPO, SQDN LPO, MOB S&T LPO. Duty: Team, TACD&E Squadron, NSWDG.
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. 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	PLT LPO
O52C	DET LCPO	O29C	MOB TM LCPO	-	-
O52T	Troop LCPO	O29T	MOB TRP LCPO	-	-

- “Effective January 1, 2022, the completion of the respective NSW Leadership Milestone Courses as listed in paragraphs 2, 3, and 4 (NSW/NSWDG LPO Course; NSW Platoon Leaders/NSWDG Team Leader Course; and NSW/NSWDG Troop LCPO Course) will be required for a member to be considered “best and fully qualified” for the next paygrade. Members who completed their Leadership Milestone position tour prior to January 1, 2022 are eligible for the coinciding NEC without having completed the corresponding leadership course.”
  - Legacy Blk 29:
    - (Team LPO and Team LCPO): Team LPO and Team LCPO are legacy leadership terms used between 16 NOV 2016 to 15 NOV 2020 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 LPO/LCPO 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.
- In addition to the above career path, an SB is advanced due to his proven leadership, performance, and required qualifications commensurate with pay grade.**
  - Considerations for determining “best qualified” for advancement from E6 to E7**
    - MUST** hold the respective “L” (LPO) Leadership Milestone NEC (O52L, O29L, or O22L).
    - MUST** be a qualified SWCC SENIOR.
    - MUST** have completed a leadership milestone position as outlined in Para. (6a).
    - MUST** complete the NSW LPO Course or NSWDG LPO Course.
    - SHOULD** complete the Career Education Program (CEP 1) Joint Fundamentals
    - SHOULD** complete a diversity tour external to a Special Boat Team as outlined in Para. 5.



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- 3. **Considerations for determining “best qualified” for advancement from E7 to E8**
  - a. **MUST** hold the respective “C” (DET or MOB Team LCPO) Leadership Milestone NEC (O52C or O29C).
  - b. **MUST** be a qualified SWCC MASTER.
  - c. **MUST** have completed an operational leadership milestone position as listed Para. (6b).
  - d. **MUST** complete the NSW Platoon Leaders Course or NSWDG Team Leader Course.
  - e. **SHOULD** complete the Career Education Program (CEP 2) Enterprise Management.
  - f. **SHOULD** complete a diversity tour as outlined in para 5
  
- 4. **Considerations for determining “best 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).
  - b. **MUST** be a qualified SWCC MASTER.
  - c. **MUST** have completed a leadership milestone position as listed in Para. (6c).
  - d. **MUST** complete the NSW Troop Leaders Course or NSWDG Troop LCPO Course.
  - e. **SHOULD** complete Career Education Program (CEP 3) Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) or the Navy Senior Enlisted Academy.
  - f. **SHOULD** complete a diversity tour external to a Special Boat Team as a SCPO.
  
- 5. **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), 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.

6. **SWCC Milestone Leadership Positions:**

a. **E6 Milestone Positions**

<u>Command</u>	<u>Block 29 Short Title</u>
Special Boat Team	DET LPO TRNG LPO (successfully complete at least 24 months in LPO position)
NSWDG	MOB TRP LPO MOB SQDN LPO MOB S&T LPO
Special Reconnaissance Team	PLT LPO



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Command

Block 29 Short Title

ATC Det Stennis

SOTM DIV LPO (successfully complete at least 24 months in LPO position)

Basic Training Command

PHASE LPO (successfully complete at least 24 months in LPO position)  
NSWO LPO (successfully complete at least 24 months in LPO position)

Det Stennis

TRNG LPO (successfully complete at least 24 months in LPO position)

NAVSCIATTS

TRNG LPO (successfully complete at least 24 months in LPO position)

NSWG-4 TRADET

TRNG LPO (successfully complete at least 24 months in LPO position)

NSWAC

OUTREACH LPO (successfully complete at least 24 months in LPO position)  
ASSESSMENT LPO (successfully complete at least 24 months in LPO position)

NSWAC Det East

DETACHMENT LPO (successfully complete at least 24 months in LPO position)

**b. E7 Milestone Positions**

Command

Block 29 Short Title

Special Boat Team

DET LCPO

NSWDG

MOB TEAM LCPO

**c. E8 Milestone Positions**

Command

Block 29 Short Title

Special Boat Team

TRP LCPO

NSWDG

MOB TRP LCPO  
MOB S&T LCPO (Post MOB TRP LCPO)

NSWG-4 TRADET

TRNG LCPO (successfully complete at least 24 months in LCPO position)