



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
28-30	SBCM	20.1 Yrs	CMC	36	6 th Non Operational or 8 th Operational Tour Billet: CMC, LCPO, Staff duty. Duty: Team, Squadron, CNSWC, NSWCEN, NSWDG, NSW Groups, NSW Units/Det, TSOC. Qualification: SWCC Master
26-28	SBCM	20.1 Yrs	CMC	48	5 th Non Operational or 7 th Operational Tour Billet: CMC, LCPO, Staff duty. Duty: Team, Squadron, CNSWC, NSWCEN, NSWDG, NSW Groups, NSW Units/Det, TSOC. Qualification: SWCC Master
23-26	SBCM SBCS	20.1 Yrs 16.9	CMC	36	4 th Non Operational or 6 th Operational Tour Billet: CMC, LCPO, Staff duty. Duty: Team, Squadron, CNSWC, NSWCEN, NSWDG, NSW Groups, NSW Units/Det, TSOC Qualification: SWCC Master
20-23	SBCM SBCS SBC	20.1 Yrs 16.9 11.6	CWO, CMC	48	3 rd Non Operational or 5 th Operational Tour Billet: LCPO, Staff duty. Duty: Team, Squadron, NSWDG, NSWCEN, NSW Groups, NSW Units/Det, TSOC. Qualification: SWCC Master
17-20	SBCM SBCS SBC	20.1 Yrs 16.9 11.6	CWO, CMC	36	2 nd Non Operational or 4 th Operational Tour Billet: LCPO, Team LCPO, Staff duty. Duty: Team, Squadron, NSWCEN, CENSEALSWCC, NSW Groups, NSWDG, NSW Units/Det, TSOC. Qualification: SWCC Senior/Master
14-17	SBCS SBC SB1	16.9 Yrs 11.6 6.7	CWO	60	3 rd Operational Tour Billet: Team LPO, Team LCPO. Duty: Team, Squadron, NSWDG Qualification: SWCC Senior/Master
10-13	SBC SB1	11.6 Yrs 6.7	CWO	36	1 st Non Operational Tour Billet: Instructor, Staff duty. Duty: NSWDG, NSWCEN, NSW Groups, NSW Units/Det. Qualification: MTS. SWCC Senior/Master



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-10	SB1 SB2 SB3	6.7 Yrs 2.5 1.4	STA-21, MECP, OCS, Naval Academy, NROTC OCS, MECP, SOCM, SOT-M	60	1 st /2 nd Operational Tour Billet: SWCC, Boat Crew Leader, Troop Lead Navigator. Duty: Team, Squadron, NSWDCG. Qualification: Chief Engineer, SWCC Basic/Senior/Master
0-1+	SB3 SBSN SBSA Accession Training	1 Yr			Recruit Training and all initial skills training events required to be completed prior to reporting to their first operational command

Notes:

- A Performance Information Memorandum (PIM) or Memorandum for Record (MFR) on command letterhead, signed by the CO, validates LPO/LCPO milestone completion during a time frame that is not annotated in a regular report. Selection Board eligible members can include a copy of the PIM/MFR in their Letter to the Board package.
1. **In addition to the above career path, an SB is advanced due to his proven operational leadership, performance and required qualifications commensurate with pay grade. An operational deployment is defined as minimum of 90 days.**
 2. **Considerations for determining “best qualified” for advancement from E6 to E7**
 - The candidate **MUST** be a qualified SWCC SENIOR.
 - Prior to selection to E7 a candidate **MUST** have completed a deployed leadership position as outlined in section (6a).
 - **SHOULD** have completed a diversity tour external to a Special Boat Team.
 - **SHOULD** complete the NSW LPO Course or Development Group LPO Course, and **SHOULD** complete the Career Education Program (CEP 1) Joint Fundamentals.
 3. **Considerations for determining “best qualified” for advancement from E7 to E8**
 - The candidate **MUST** be a qualified SWCC MASTER.
 - Prior to selection to E8 a candidate **MUST** have completed an operational leadership tour as listed below in section (6b).
 - **MUST** complete the NSW Platoon Leaders Course or Development Group Team Leader Course and **SHOULD** complete the Career Education Program (CEP 2) Enterprise Management.
 4. **Considerations for determining “best qualified” for advancement from E8 to E9**
 - The candidate **MUST** be a qualified SWCC MASTER.



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- Prior to selection to E9 a candidate **MUST** have completed an operational leadership tour as listed below in section (6c). Additionally, the candidate **SHOULD** have completed an OPS or TRNG LCPO and diversity tour external to a Special Boat Team as a SCPO.

SHOULD complete the NSW Troop Leaders Course or the Development Group Troop LCPO Course and the Career Education Program (CEP 3) Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) or the Navy Senior Enlisted Academy.

5. Assignments outside of a Special Boat Team or Naval Special Warfare Development Group are considered diversity and are enhancing for an individual's career. These diversity tours do not replace the required operational career milestone for each pay grade.
6. **SWCC Milestone Leadership Positions:**

- a. **E6 Milestone Positions**

<u>Command</u>	<u>Block 29 Short Title</u>
SPECIAL BOAT TEAM	TEAM LPO TRNG LPO (Post Team LPO)
NSWDG	TRP LPO SQDN LPO MOB S&T LPO

- b. **E7 Milestone Positions**

<u>Command</u>	<u>Block 29 Short Title</u>
SPECIAL BOAT TEAM	TEAM LCPO
NSWDG	MOB TEAM LCPO

- c. **E8 Milestone Positions**

<u>Command</u>	<u>Block 29 Short Title</u>
SPECIAL BOAT TEAM	TROOP LCPO TRNG LCPO OPS LCPO
NSWDG	MOB TRP LCPO S&T LCPO