Special Warfare Operators (SO). SOs are responsible for training and preparation for execution of special operations in maritime, urban, desert, jungle, arctic and mountain environments. SOs are experts in special operations tactics and technical knowledge; mission planning; cultural awareness; small-unit leadership; operational risk management; tactical, operational and strategic thinking; tactical communications; tactical air control/terminal guidance; combat diving; para-drop operations; small boat operations; tactical ground mobility; small arms and crew-served weapons; fast roping and rappelling; demolitions/explosive breaching; trauma care; intelligence gathering and interpretation; transportation and logistics; and chemical/biological/radiological/nuclear defense measures. The SO 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
26-30	FORCM CMDCM	26 Yrs 22	CMC	48	6th Operational or Non-Operational Tour. Billet: FORCM, CMDCM, SEA. Duty: SEAL or SDV Team, TACD&E Squadron, SRT, CNSWC, NLEAD, NSWCEN, NSW Group, NSW Unit/Det, or TSOC.
22-25	CMDCM SOCM SOCS SOC	22 Yrs 20.1 16.5 11.9	CMC	48	5th Operational or Non-Operational Tour. Billet: CMDCM, SEA, Staff Dept/DIV SEL. Duty: SEAL or SDV Team, TACD&E Squadron, SRT, CNSWC, NLEAD, NSWCEN, TRADET, NSW Group, NSW Unit/Det, or TSOC
18-21	SOCM SOCS SOC SO1	20.1 Yrs 16.5 11.9 6.1	CWO, CMC	36	4th Operational Tour. Billet: TRP LCPO, OPS LCPO. Duty: SEAL or SDV Team, TACD&E Squadron, SRT, NLEAD, or TSOC.
15-17	SOCS SOC SO1	16.5 Yrs 11.9 6.1	CWO, OCS	60	3rd Operational Tour. Billet: PLT LCPO, TEAM LCPO, TRP LCPO. Duty: SEAL or SDV Team, TACD&E Squadron, SRT, or NLEAD.
11-14	SOC SO1	11.9 Yrs 6.1	CWO, OCS	36	1st Non-Operational Tour. Billet: Instructor, Div or Phase LPO/LCPO, TRNG LPO/LCPO, Staff LPO/LCPO. Duty: NLEAD, NSWCEN, TRADET, Training Command, NSW Group, or NSW Unit/Det.
3-10	SOC SO1 SO2 SO3	11.9 Yrs 6.1 3.2 2	STA-21, OCS, SRT, NSWDG	60	1st - 2nd Operational Tour. Billet: Operator, ASST LPO, PLT LPO, SQDN LPO, DIV LPO, TRP LPO, TRNG LPO. Duty: SEAL or SDV Team, TACD&E Squadron, SRT, or TRADET.
1-2	Accession training, SEAL pipeline training. SEAL NEC O26A awarded upon completion of SQT	Advancement to SO3 upon graduation from SQT.	Special Operations Tactical Medic (NEC O91A) SEAL Delivery Vehicle (SDV) Pilot/Navigator/ Operator (NEC O23A).		Recruit Training. Basic Underwater Demolition/SEAL (BUD/S) training. Military Static Line/Free-Fall parachute training. SEAL Qualification Training (SQT).

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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 SO Career Leadership Milestone NECs within these specific commands:

SEAL Team/Training Command		Special Reconnaissance Team (SRT)		SEAL Delivery Vehicle (SDV) Team		NSW Development Group (NSWDG)	
NEC	Milestone	NEC	Milestone	NEC	Milestone	NEC	Milestone
O26A	SEAL Operator	-	-	O23A	SDV Operator	O29A	D&E Operator
O26L	Platoon LPO	O22L	Platoon LPO	O23L	Platoon LPO	O29L	Team LPO
O26C	Platoon LCPO	O22C	Platoon LCPO	O23C	Platoon LCPO	O29C	Team LCPO
O26T	Troop LCPO	O22T	Troop LCPO	O23T	Troop LCPO	O29T	Troop 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
  - (ASSLT DIV LPO; L/W DIV LPO; MOB DIV LPO) NSWG-1 TRADET and NSWG-2 TRADET leadership positions were position Short Title names used until 2022 and considered MILESTONE COMPLETE to determine "best and fully qualified" per Para. 2 below.
  - (MAR DIV LPO; LAND DIV LPO; AND SDV DIV LPO) NSWG-3 TRADET – are legacy leadership positions used until November 2021 and considered MILESTONE COMPLETE to determine "best and fully qualified" per Para. 2 below. As a result of force re-organization, NSWG-3 was merged into NSWG-8.

- 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.

1. **Operator development notes:**

   a. Assistant LPOs (ASST LPO) positions are considered a developmental leadership opportunity in order to prepare our future enlisted leaders for one of the LPO Milestone positions (Para. 6a).

   b. Member **SHOULD** have completed two operational tours as an Operator prior to an ASST LPO tour.

   c. The only authorized ASST LPO positions are those aligned to LPO positions in (Para. 6a).

   d. A typical model for an enlisted SO is to serve two tours as an Operator, followed by a third tour as ASST LPO, then a fourth tour, if ready, in one of the LPO milestone positions (Para. 6a).

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2. **Considerations for determining "best qualified" for advancement from E6 to E7**

   a. <u>**MUST**</u> hold the respective "L" (LPO) Leadership Milestone NEC (O26L, O22L, O23L, or O29L).

   b. <u>**MUST**</u> complete the NSW LPO Course or NSWDG LPO Course.

   c. <u>**MUST**</u> successfully complete a minimum of **12 months** in a LPO milestone leadership position (Para. 6a). The time between the evaluation end date and the date of the promotion board should be added to the calculation for time successfully served in the milestone position.

   d. **SHOULD** complete the Career Education Program (CEP 1) Joint Fundamentals.

   e. **SHOULD** complete a diversity tour to one of the following commands: any NSW Group, NSW Unit/Detachment (Det), Theater Special Operations Command (TSOC), Naval Special Warfare Command (CNSWC), NSWDG, any Training Command, or Naval Special Warfare Assessment Command (NSWAC).

   f. **SHOULD** have a minimum of 2 core and 2 advanced qualifications (Para. 5). Member should have Letters of Designation where appropriate.

3. **Considerations for determining "best qualified" for advancement from E7 to E8**

   a. <u>**MUST**</u> hold the respective "C" (Platoon or Team LCPO) Leadership Milestone NEC (O26C, O22C, O23C, or O29C).

   b. <u>**MUST**</u> complete the NSW Platoon Leaders Course or NSWDG Team Leader Course.

   c. **SHOULD** successfully complete **18 months** in an operational leadership milestone position as a LCPO/E7 of a SEAL platoon (PLT), Special Reconnaissance Platoon, TACD&E SQDN Team, or SDV PLT (Para. 6.b.).

   d. **SHOULD** complete a diversity tour in their career to one of the following commands: any NSW Group, NSW Unit/Det, USSOCOM, TSOC, CNSWC, SRT, any Training Command, NSWDG, NLEAD, Naval Special Warfare Assessment Command (NSWAC), Navy Personnel Command, Bureau of Naval Personnel, or Recruit Training Command Great Lakes.

   e. **SHOULD** complete the Career Education Program (CEP 2) Enterprise Management.

   f. **SHOULD** have a minimum of 3 core and 2 advanced qualifications (Para. 5).

4. **Considerations for determining "best qualified" for advancement from E8 to E9**

   a. <u>**MUST**</u> hold the respective "T" (Troop LCPO) Leadership Milestone NEC (O26T, O22T, O23T, or O29T).

   b. <u>**MUST**</u> complete the NSW Troop Leaders Course or the NSWDG Troop LCPO Course.

   c. **SHOULD** successfully complete **18 months** in an operational leadership milestone position as a LCPO/E8 of a SEAL Troop, Special Reconnaissance Troop, TACD&E SQDN Troop, or SDV Troop; or BTC Training Senior Enlisted Advisor (SEA) or ATC Det Coronado SEA (Para. 6.c.).

   d. **SHOULD** complete the Career Education Program (CEP 3) Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) or the Navy Senior Enlisted Academy.

   e. **SHOULD** have a minimum of 3 core and 3 advanced qualifications (Para. 5).

f.   *Strong consideration* **SHOULD** be given to successful *post milestone* E8s that go on to fill Joint Assignments, such as Combined Joint Special Operations Task Forces (CJSOTFs), TSOCs or billets where that E8 acts as the sole Senior Enlisted Advisor (SEA) in a location removed from its higher headquarters.

5. Qualifications

Our operators will have a diverse background and have completed the prescribed professional military education (PME). Additional qualifications and NECs are listed below. Note: several qualification short titles have been edited or changed to an NEC.

Core Qualifications	
Long Title	**Abbreviated Title**
Demolition Range RSO (Range Safety Officer)	DMRG
HRST/C Master	HRCM
NSW Diving Supervisor	NDSV
Small Arms RSO (Range Safety Officer)	SRSO
Stand-Off Weapons/Rockets RSO	STWP
Static-Line Jumpmaster	SLJ

Advanced Qualifications	
Long Title	**Abbreviated Title or NEC**
Close Quarters Combat RSO	CQRSO
Dynamic Ground Mobility RSO	DYGM
Dynamic Range RSO	DYRG
Explosive Breaching RSO	EXBR
HRST/C Master Instructor	HRCMI
Indirect Fire RSO	INFR
Language Qualification	LANL
Lead Combat Swimmer	LCS
Military Freefall Jumpmaster	MIFJ
NSW Air OPS Trainer	NAOT
NSW Air OPS Trainer Examiner	NAOTE
NSW Breacher	NBRC
NSW Communicator	NCM
Outboard Overhaul Mechanic	OOM
Range Officer in Charge	ROIC
SDV Diving Supervisor	SDSP
Tandem/Bundle Master	TNBM
Tactical Surveillance Operations	TSO
Advanced Qualifications as NECs	
Advanced Special Operations Techniques	O22A
Advanced Special Operations Techniques Manager	O22Q
Joint Terminal Attack Controller	822A
Joint Terminal Attack Controller Instructor	823A
Joint Terminal Attack Controller Evaluator	836A
Master Training Specialist	8MTS
NSW Sniper	O19A
NSW Medic (previously SOCM)	O92A
Special Operations Tactical Medic	O91A
SDV Pilot/Navigator/Operator	O23A
USN Instructor (previously ICQ)	805A

6. **SO Milestone Leadership Positions:**

   a. **E6 Milestone Positions**

Command	Block 29 Short Title	
SEAL Team	PLT LPO	
TAC D&E SQDN 1	TRP LPO	
TAC D&E SQDN (2,3,4,5)	SQDN LPO	
	TRP LPO	
	OUTSTATION LPO	**(Not to exceed 2 per SQDN)**
	AIROPS DIV LPO	
	EXPL DIV LPO	**(BREACHING Div LPO (LEGACY))**
SDV Team	PLT LPO	
SRT Team	PLT LPO	
	TRNG LPO	
SEAL Team 17 & 18	TRNG LPO	
ATC	SNIPER DIV LPO	
ATC Det Coronado	AIROPS DIV LPO	
ATC Det Ft. Story	AIROPS DIV LPO	
ATC Det Ft. Story	EXPL DIV LPO	
ATC Det Hawaii	SDV DIV LPO	
ATC Det Stennis	SOTM DIV LPO	
ATC Det Kodiak	DET LPO	(Previously under NSW Basic Training Command)
BTC	NSWO DIV LPO	
BTC	1ST PHASE LPO	
BTC	2ND PHASE LPO	
BTC	3RD PHASE LPO	
BTC	ASSLT DIV LPO	
BTC	L/W DIV LPO	
BTC	MAROPS DIV LPO	
NAWDC	JTAC LPO	
NSWAC	OUTREACH LPO	
NSWAC	ASSESSMENT LPO	
NSWAC Det EAST	DETACHMENT LPO	
NSWG-1 TRADET	SOUC DIV LPO	(Previously named ASSLT DIV LPO) *
NSWG-1 TRADET	LAND DIV LPO	(Previously named L/W DIV LPO) *
NSWG-1 TRADET	MAR DIV LPO	(Previously named MOB DIV LPO) *
NSWG-1 TRADET	RECCE DIV LPO	
NSWG-1 TRADET	CQC DIV LPO	
NSWG-1 TRADET	TGM DIV LPO	
NSWG-2 TRADET	SOUC DIV LPO	(Previously named ASSLT DIV LPO) *
NSWG-2 TRADET	LAND DIV LPO	(Previously named L/W DIV LPO) *
NSWG-2 TRADET	MAR DIV LPO	(Previously named MOB DIV LPO) *

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Command	Block 29 Short Title	
NSWG-2 TRADET	RECCE DIV LPO	
NSWG-2 TRADET	IOT DIV LPO	
NSWG-8 TRADET (HI)	MAR DIV LPO	
NSWG-8 TRADET (HI)	LAND DIV LPO	
NSWG-8 TRADET (HI)	SDV DIV LPO	
NSWG-8 TRADET (VB)	SRT LPO	
NSWG-8 TRADET (VB)	DCS LPO	
NSWG-8 TRADET (VB)	ADV TRNG LPO	
NSWG-3 TRADET	MAR DIV LPO	(Legacy Position, used until November 2021) *
NSWG-3 TRADET	LAND DIV LPO	(Legacy Position, used until November 2021) *
NSWG-3 TRADET	SDV DIV LPO	(Legacy Position, used until November 2021) *
NSW UNIT or DET	UNIT or DET OPS LPO	

* See Notes Section.

b. **E7 Milestone Positions**

Command	Block 29 Short Title
SEAL Team	PLT LCPO
TAC D&E SQDN	TEAM LCPO
SDV Team	PLT LCPO
SRT	PLT LCPO

c. **E8 Milestone Positions**

Command	Block 29 Short Title
SEAL Team	TRP LCPO
TAC D&E SQDN	TRP LCPO
SDV Team	TRP LCPO
SRT	TRP LCPO
BTC	BTC TRNG SEA
ATC Det Coronado	DETCORO SEA