



CSS CAREER PATH



Culinary Specialists (Submarines) (CSS). CSSs operate and manage Navy messes and living quarters established to subsist and accommodate Navy personnel. They prepare menus, manage, and account for subsistence inventories, and prepare and maintain financial records. Navy Culinary Specialists provide food service for Admirals and senior government executives and run the White House Mess for the President of the United States. Responsible for all aspects of the dining (mess decks) and living areas, Culinary Specialists work in the "heart of the ship" and are vital in maintaining high crew morale on the submarine and every shore base.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CSSCM	20.8 Yrs	FORCM, COB/CMC Program, CSEL	36	4 th Shore Tour Billet: FORCE/TYCOM CSS, GRP LCSS, ISIC LCSS/Inspection Team. Duty: TYCOM/GRP/ISIC/Large Ashore Galley
23-26	CSSCM CSSCS	20.8 Yrs 18.2	COB/CMC Program, CSEL	36	4 th Sea Tour Billet: Leading CSS/COB Duty: Submarine Qualification: DOOW or Pilot
20-23	CSSCM CSSCS CSSC	20.8 Yrs 18.2 13.4	COB/CMC Program, CSEL, ECM	36	3 rd Shore Tour Billet: GRP LCSS, ISIC LCS Duty: GRP, ISIC, Shore Galley, School House, Flag/EA, NFMT Qualification: CDO NEC: S13A and S14A S15A is required EA/PQ CSSs
16-20	CSSCS CSSC CSS1	18.2 Yrs 13.4 9.3	CWO, LDO, OCS, COB, CSEL	48	3 rd Sea Tour Billet: LCPO/COB Duty: Submarine Qualification: DOOW/Pilot NEC: S13A, S14A, and R01A
12-16	CSSCS CSSC CSS1	16.2 Yrs 13.4 9.3	LDO/EA	36	2 nd Shore Tour Billet: LCPO/LCSS Duty: Base Galley, GRP, ISIC/NFMT Qualification: CDO NEC: S13A and S14A S15A is required EA/PQ CSSs
8-12	CSSC CSS1 CSS2	13.4 Yrs 9.3 4.5	STA-21/OCS/EA	54	2 nd Sea Tour Billet: Division LPO/LCPO/LCSS Duty: Submarine Qualification: Leading CSS, COW NEC: S13A, S14A, and R01A
4-8	CSS1 CSS2 CSS3	9.3 Yrs 4.5 2.5	STA-21/OCS/EA	36	1 st Shore Tour Billet: GWC, ISIC CSS, Duty: Base Galley Qualification: GWC, RK, BSC, CCA NEC: S13A
1-4	CSS2 CSS3	4.6 Yrs 2.5	STA-21/OCS	51	1 st Sea Tour Billet: Cook on Watch Duty: Submarine Qualification: Submarine Warfare, GWC, PWC, RK, BSC NEC: S13A



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1+/-	CSSSN CSSSA Accession Training	9 Months			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

1. "A" school is required.
2. Personnel in a Designator-8 status are disqualified from Submarine service, are not eligible for advancement, and are not reassigned to Submarines without prior approval of NAVPERSCOM.
3. Acronyms:
 - 3MC: Maintenance Material Management Coordinator
 - AERR: Advancement Exam Readiness Review
 - BSC: Bulk Storeroom Custodian
 - CDO: Command Duty Officer
 - COB: Chief of the Boat
 - CCA: Cash Collection Agent
 - COW: Chief of the Watch
 - CSEL: Command Senior Enlisted Leader
 - CWO: Chief Warrant Officer
 - DCPO: Duty Chief Petty Officer
 - DOOW: Diving Officer of the Watch
 - EA: Enlisted Aide
 - ECM: Enlisted Community Manager
 - GWC: Galley Watch Captain
 - LCSS: Leading Culinary Specialist (Submarines)
 - MTS: Master Training Specialist
 - NFMT: Navy Food Management Team
 - OCS: Officer Candidate School
 - PQ: Private Quarters
 - PWC: Pantry Watch Captain
 - RK: Records Keeper
 - SDEA: Supply Department Enlisted Advisor (Department Chief)
 - TRE: Tactical Readiness Evaluation (Formally CRE)
 - TRR: Training Readiness Review
4. Rating NECs:
 - S13A: Advanced Culinary Technics and Management (formally 3527)
 - S14A: Wardroom and Galley Supervisor (formally 3529)
 - S15A: Public Quarters Enlisted Aide Specialist (formally 3530)
 - R01A: Leading Culinary Specialist Qualification
5. This list is not comprehensive or in order of precedence. Advancement in the CSS rating is enhanced by superior performance documented in the candidate's evaluations for the following:
 - Command Impact
 - Supply Management Inspection (SMI) performance/results
 - Squadron rankings
 - Command rankings
 - Critical Billets (e.g. TYCOM/GRP/ISIC/Forward Deployed Naval Forces/Oversea)
 - Squadron recognized unit awards
 - Ney Awards



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- Significant Contributions to rating (e.g. AERR, TRR, Instructor, Inspection Team)
- Having served successfully as the SDEA at sea (Minimum 12 months)
- TYCOM, GROUP, ISIC, Shore Command Leading/Department LCPO

Considerations for advancement from E6 to E7

- FULLY QUALIFIED:
 - If they have served as LPO for greater than 12 months, AND
 - Hold NEC R01A
- BEST QUALIFIED:
 - If they meet the FULLY QUALIFIED standard, AND
 - Have served as the LPO or Leading CSS at sea for 12 months, AND
 - Qualified COW (21/688/SSBN/SSGN) or DCPO (VA CL), AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard. Personnel assigned to Culinary Specialist Executive Services shall meet sea/shore rotation requirements in accordance with MILPERSMAN 1306-937.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:

Detachment Underwater Research and Development (UR&D):

FULLY QUALIFIED if they have served as an LPO AND are qualified either STBD Tethered Management System (TMS), OR Remote Operated Vehicle (ROV) Pilot, OR Port Payload (PPHL), or Mission Navigation Watch, OR EES1 Technician.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either Mission Duty Chief (MMP DCPO) or COW/DCPO as stated above.

Detachment TRITON:

FULLY QUALIFIED if they have served as an LPO AND are qualified Mission Watch Supervisor (MWS).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are qualified Mission Control Officer (MCO) or COW/DCPO as stated above.

Detachment POSEIDON:

FULLY QUALIFIED if they have served as an LPO AND are qualified Mission Watch Supervisor (formerly Projects Watch Supervisor (PWS)).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either MCO or COW/DCPO as stated above.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.



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Candidates serving or who have served as a 3MC for more than 12 months have met the standard for serving as an LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

UIC 4000Y:

FULLY QUALIFIED status should be given if they have served as a Department Leading Petty Officer (LPO).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND if they are qualified Command Duty Officer (CDO) (Ship's DCPO equivalent).

UICs 45242, 60162, 60163, and 0998L:

FULLY QUALIFIED if they have served as an LPO for greater than 12 months and have qualified their UUV senior in-rate watch of UUV Specialist and CDO (Ship's DCPO equivalent).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Mission Control Officer (MCO) (Chief of the Watch (COW) equivalent), (Combat Systems Officer of the Watch (CSOOW) equivalent) AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

UIC 3992J:

FULLY QUALIFIED if they have served as an LPO for greater than 12 months and have qualified their UUV senior in-rate watch of UUV Pilot.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Command and Control Watch Officer (C2WO), (COW) equivalent) (Battle Watch Captain (BWC) AG rating equivalent) (Fleet Intelligence Officer IS rating equivalent) (CSOOW) IT rating equivalent) AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

Consideration for advancement from E7 to E8

- FULLY QUALIFIED:
 - If they have served as Leading CSS at sea, AND
 - LCPO at sea for 12 months, AND
 - Qualified COW (21/688/SSBN/SSGN) or DCPO (VACL).
- BEST QUALIFIED:
 - If they meet the FULLY QUALIFIED, AND
 - Qualified DOOW (21/688/SSBN/SSGN) or Pilot (VACL), AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard. Personnel assigned to Culinary Specialist Executive Services shall meet sea/shore rotation requirements in accordance with MILPERSMAN 1306-937.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:



Detachment Underwater Research and Development (UR&D):

FULLY QUALIFIED if they have served as an LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Mission Duty Chief (MMP DCPO), Mission Watch Supervisor, and Research Duty Officer or DOOW/PILOT as stated above.

Detachment TRITON:

FULLY QUALIFIED if they have served as Cadre LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are qualified Mission Control Officer (MCO) or DOOW/PILOT as stated above.

Detachment POSEIDON:

FULLY QUALIFIED if they have served as Cadre LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either MCO or DOOW/PILOT as stated above.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates serving or who have served as a 3MC for more than 12 months have met the standard for serving as an LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

UIC 4000Y

FULLY QUALIFIED status should be given if they are qualified the following: Command Duty Officer (Ship's DCPO equivalent).

BEST QUALIFIED if they have served as Department LCPO / Department Head.

UICs 45242, 60162, 60163, and 0998L:

FULLY QUALIFIED if they have served as an LCPO for 12 months and meet the FULLY QUALIFIED and BEST QUALIFIED standards for advancement from E6 to E7.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified MCO (COW equivalent) (Combat Systems Officer of the Watch (CSOOW) equivalent), Command Duty Officer (Ship's DCPO equivalent) AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

UIC 3992J:

FULLY QUALIFIED if they have served as an LCPO for 12 months and meet the FULLY QUALIFIED and BEST QUALIFIED standards for advancement from E6 to E7.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified C2WO, (COW equivalent) (BWC AG rating equivalent) (Fleet Intelligence Officer IS rating equivalent) (CSOOW IT rating equivalent) AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

Consideration for advancement from E8 to E9

- FULLY QUALIFIED
 - LCPO at sea for 12 months, AND
 - Qualified DOOW (21/688/SSBN/SSGN) or Pilot (VACL), AND



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- Qualified COB
- BEST QUALIFIED
 - If they meet the FULLY QUALIFIED standard, AND
 - Serving COB, AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard. Personnel assigned to Culinary Specialist Executive Services shall meet sea/shore rotation requirements in accordance with MILPERSMAN 1306-937.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates serving or who have served as a 3MC for more than 12 months have met the standard for serving as an LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

UICs 4000Y, 45242, 60162, 60163, 0998L, and 3992J:

FULLY QUALIFIED if they meet the FULLY QUALIFIED and BEST QUALIFIED standards for advancement from E7 to E8.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Chief of the Boat AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.