



TM CAREER PATH (SS)



Torpedoman's Mate (TM). TMs receive extensive training in operating and maintaining hydraulic systems, hoists and cylinders, pressurized air systems, and submarine weapons and weapons delivery systems. Responsible for the operation, routine care, and repair of submarine weapons systems. These mechanical specialists are vital elements in the combat survivability of the submarine.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	TMCM	19	FORCM, COB/CMC Program, CSEL	36	4 th Shore Tour Billet: CSEL Duty: TYCOM/GRP/SQD/SRS/NPC/BUPERS
23-26	TMCM TMCS	19 16.7	COB/CMC Program, CSEL	36	4 th Sea Tour Billet: LCPO/3MC/COB Duty: Submarine/Surface Ship Qualification: DOOW/Pilot/COW/DCPO
20-23	TMCM TMCS TMC	19 Yrs 16.7 12.5	COB/CMC Program, CSEL, ECM	36	3 rd Shore Tour Billet: Staff/TRE/Instructor Duty: TYCOM/GRP/SQD/SRS/School House/NPC/BUPERS Qualification: MTS
16-20	TMCS TMC TM1	16.7 Yrs 12.5 8	CSEL, COB, LDO, CWO, OCS, MECP	36	3 rd Sea Tour Billet: LCPO/3MC/LPO Duty: Submarine/Submarine Tender Qualification: DOOW/Pilot/DCPO
12-16	TMCS TMC TM1	16.7 Yrs 12.5 8		36	2 nd Shore Tour Billet: IMF/FMA/Instructor/RDC/TRE Team Duty: RTC/TYCOM/GRP/SQD/SRS/ School House Qualification: MTS
8-12	TMC TM1 TM2	12.5 Yrs 8 3.6		42	2 nd Sea Tour Billet: LPO/LCPO Duty: Submarine/Submarine Tender Qualification: DOOW/Pilot/COW/DCPO/QASO/BDW
4-8	TM1 TM2 TM3	8 Yrs 3.6 2.5	STA-21, OCS, MECP	36	1 st Shore Tour Billet: FMA/IMA/FMA/IMA/Instructor/Recruiter/RDC Duty: RTC/SRS/School House/PMT Qualification: MTS/QAI
1-4	TM2 TM3	3.6 Yrs 2.5	Naval Academy, NROTC	51	1 st Sea Tour Billet: System Operator Duty: Submarine Qualification: Submarine Warfare/Helm/Planesman/BDW/POOD/Weapons Handling Team Leader/QAI/TRW
1+/-	TMFN TMFA Accession Training	9 Months			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command



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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 to be reassigned to Submarines without prior approval of NAVPERSCOM.
3. Acronyms:

3MC:	Maintenance Material Management Coordinator
AERR:	Advancement Exam Readiness Review
BDW:	Below Decks Watch
CDO:	Command Duty Officer
COB:	Chief of the Boat
COG:	Chief of the Guard
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
ECM:	Enlisted Community Manager
MTS:	Master Training Specialist
OCS:	Officer Candidate School
POOD:	Petty Officer of the Deck
QAI:	Quality Assurance Inspector
QA/SO:	Quality Assurance/Safety Observer
SL:	Section Leader
TRE:	Tactical Readiness Evaluation
TRW:	Torpedo Room Watch
TRR:	Training Readiness Review
WBC:	Watchbill Coordinator
WDEA:	Weapons Department Enlisted Advisor (Department Chief)
WDO:	Weapons Duty Officer
WTI:	Weight Test Inspector
WTT:	Weight Test Technician
4. Rating NECs:

Q10A:	Torpedoman's Mate (TM) Leading Chief Petty Officer (LCPO)
Q35A:	SSN 774 Block I/II Weapons Equipment Technician
717B:	Small Arms Marksmanship Instructor
737B:	SSN 719-773 Submarine Vertical Launch System Tube Maintenance Technician
738B:	Combined Torpedo MK48 Heavyweight Technician
782B:	SSN 784-802 Virginia Block III/IV Weapons Equipment Technician
5. Rating name change was approved and implemented in FY19 from MMW to TM.
6. This list is not comprehensive or in order of precedence. Advancement in the TM rating is enhanced by superior performance documented in the candidate's evaluations for the following:
 - Command Impact
 - TRE/Inspection performance/results
 - Squadron rankings (if member is serving at command where squadron rankings are not normally held, appropriate credit should still be given)
 - Command rankings
 - Critical Billets (TYCOM/GRP/ISIC/Forward Deployed Naval Forces/Oversea)
 - Squadron recognized unit awards
 - Significant Contributions to rating (AERR, TRR, Instructor, Inspection Team)



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- Having served successfully as the Department LCPO at sea (Minimum 12 months) (if member is serving at command were E7 is not normally allowed to be Department LCPO appropriate credit should still be given)
- TYCOM, GROUP, ISIC, Shore Command Leading/Department LCPO

Consideration for advancement from E6 to E7

- **FULLY QUALIFIED:**
 - If they have served as LPO or greater than 12 months, AND
 - Have ALL the following qualifications:
 - TRW
 - QA/SO
 - QA Planner
 - QAI
 - COW(21/688/SSBN/SSGN) or DCPO(VACL)
- **BEST QUALIFIED:**
 - If they meet the FULLY QUALIFIED standard, AND
 - Qualified DCPO (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.

For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or at 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.

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.

The following qualification equivalents are to be used for Sailors serving onboard Submarine Tenders:

AS-39/40

FULLY QUALIFIED if they have served as an LPO AND are qualified Weapons Duty Officer(WDO) AND QA/SO or Weight Test Technician.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Watchbill Coordinator and Weight Test Inspector.

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).



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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.

Candidates who are serving or who have served as a 3MC for greater than 12 months have met the standard for having served 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 LCPO at sea for 12 months, AND
 - Qualified DOOW(21/688/SSBN/SSGN) or Pilot(VACL)
- BEST QUALIFIED:
 - If they meet the FULLY QUALIFIED standard, AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.



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For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or at 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.

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.

The following qualification equivalents are to be used for Sailors serving onboard Submarine Tenders:

AS-39/40

FULLY QUALIFIED if they have served as an LCPO for 12 months AND are qualified Weapons Duty Officer(WDO) and Weight Test Inspector.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Section Leader

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 a 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 greater than 12 months have met the standard for having served 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.



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

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.

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 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 who are serving or who have served as a 3MC for greater than 12 months have met the standard for having served 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.

The following qualification equivalents are to be used for Sailors serving onboard Submarine Tenders:



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AS-39/40

FULLY QUALIFIED if they have served as an Department LCPO for 12 months and are qualified COB.

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

FULLY QUALIFIED if they meet 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.