



**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.					
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	CMDCM TMCM	20.4 Yrs	FORCM, COB/CMC Program, CSEL	36	4 <sup>th</sup> Shore Tour Billet: CSEL Duty: TYCOM/GRP/SQD/SRS/NPC/BUPERS
23-26	CMDCM TMCM TMCS	20.4 Yrs 16.7	COB/CMC Program, CSEL	36	4 <sup>th</sup> Sea Tour Billet: 3MC/COB Duty: Submarine/Surface Ship Qualification: DOOW/Pilot/COW/DCPO
20-23	TMCM TMCS TMC	20.4 Yrs 16.7 12	COB/CMC Program, CSEL, ECM	36	3 <sup>rd</sup> Shore Tour Billet: Staff/CRE/Instructor Duty: TYCOM/GRP/SQD/SRS/School House/NPC/BUPERS Qualification: MTS
16-20	TMCS TMC TM1	16.7 Yrs 12 7.4	CSEL, COB, LDO, CWO, OCS, MECP,	36	3 <sup>rd</sup> Sea Tour Billet: LCPO/3MC/LPO Duty: Submarine/Submarine Tender Qualification: DOOW/Pilot/DCPO
12-16	TMCS TMC TM1	16.7 Yrs 12 7.4		36	2 <sup>nd</sup> Shore Tour Billet: IMF/FMA/Instructor/RDC/CRE Team Duty: RTC/TYCOM/GRP/SQD/SRS/ School House Qualification: MTS
8-12	TMC TM1 TM2	12 Yrs 7.4 3.7		42	2 <sup>nd</sup> Sea Tour Billet: LPO/LCPO Duty: Submarine/Submarine Tender Qualification: DOOW/Pilot/COW/DCPO/QASO/BDW
4-8	TM1 TM2 TM3	7.4 Yrs 3.7 1.6	STA-21, OCS, MECP	36	1 <sup>st</sup> Shore Tour Billet: FMA/IMA/FMA/IMA/Instructor/Recruiter/RDC Duty: RTC/SRS/School House/PMT Qualification: MTS/QAI
1-4	TM2 TM3	3.7 Yrs 1.6	Naval Academy, NROTC	51	1 <sup>st</sup> Sea Tour Billet: System Operator Duty: Submarine Qualification: Submarine Warfare/Helm/Planesman/BDW/POOD/Weapons Handling Team Leader/QAI/TMOW
1+/-	TM3 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

Notes:

1. "A" School is required



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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:
 

BDW:	Below Decks Watch
COB:	Chief of the Boat
COW:	Chief of the Watch
CRE:	Combat Readiness Evaluation
DCPO:	Duty Chief Petty Officer
DOOW:	Diving Officer of the Watch
POOD:	Petty Officer of the Deck
QA/SO:	Quality Assurance/Safety Observer
TMOW:	Torpedoman of the Watch
4. Rating NECs:
 

Q33A:	SSN/SSBN Weapons Equipment Technician
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5. Rating name change was approved and implemented in FY19 from MMW to TM.

### Consideration for advancement from E6 to E7

- FULLY QUALIFIED if they have served as an LPO for greater than 12 months and have the following qualifications: TMOW, Team Leader, and QAI.
- BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified COW (688/SSBN/SSGN) or Duty Chief Petty Officer (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.

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

#### Detachment UR&D:

Fully QUALIFIED if they have served as an LPO AND are qualified either STBD Tethered Management System (TMS), OR 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.



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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 45242, 60162, and 60163:

**FULLY QUALIFIED** if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Specialist and Command Duty Officer (CDO) (Ship's DCPO equivalent). **BEST QUALIFIED** status should be given to those Sailors qualified Mission Control Officer (MCO) (COW equivalent).

UIC 4000Y:

**FULLY QUALIFIED** if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Pilot and Command Duty Officer (CDO) (Ship's DCPO equivalent). **BEST QUALIFIED** status should be given to those Sailors qualified Command and Control Watch Officer (C2WO).

### **Consideration for advancement from E7 to E8**

- **FULLY QUALIFIED** if they have served as a LCPO for 12 months and are qualified QA/SO, COW (688\SSBN\SSGN) or Duty Chief Petty Officer (VACL).
- **BEST QUALIFIED** if they meet the **FULLY QUALIFIED** standard **AND** are qualified DOOW (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.

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

Detachment 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.



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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 45242, 60162, and 60163:

**FULLY QUALIFIED** if they have served as an LCPO. **BEST QUALIFIED** status should be given if they are qualified the following: Mission Control Officer (MCO) (COW equivalent) and Command Duty Officer (Ship's DCPO equivalent).

UIC 4000Y:

**FULLY QUALIFIED** if they have served as an LCPO. **BEST QUALIFIED** status should be given if they are qualified the following: Command and Control Watch Officer (C2WO), (COW equivalent), and Command Duty Officer (Ship's DCPO equivalent).

### **Consideration for advancement from E8 to E9**

- **FULLY QUALIFIED** if they have served as an LCPO for 12 months and are qualified DOOW (688\SSBN\SSGN) or PILOT (VACL).
- **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.

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.

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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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, 45242, 60162, and 60163:

**FULLY QUALIFIED** and **BEST QUALIFIED** status should be given if qualified Chief of the Boat.