



YNS CAREER PATH (SS)



Yeoman (Submarines) receive extensive training in all facets of human relations and personnel administration while providing direct support to the ship's officers and crew. They expertly administer various Navy programs related to personnel distribution, military, and civilian education, qualification for special skills, pay and allowances, career development, and family care. Aboard ship forms the Executive Department's nucleus and maintains control of the ship's daily routine. Ashore they develop and execute Navy and Submarine Force policy throughout the many programs under their control.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	YNSCM	21 Yrs	CSEL	36	4 th Shore Tour Billet: CSEL/ Major/Staff (incl WASH DC)/Shore Special Programs/USNA/RTC Duty: TYCOM/GRP/SQD/ NPC/BUPERS
23-26	YNSCM YNSCS	21 Yrs 18.4	COB/CMC Program, CSEL	36	4 th Sea Tour Billet: LYN/3MC/COB/Special Projects SEL Duty: Submarine Qualification: COW/DOOW/DCPO/Pilot
20-23	YNSCM YNSCS YNSC	21 Yrs 18.4 12.5	CWO, COB/CMC Program, CSEL, ECM	36	3 rd Shore Tour Billet: Major/Staff (incl. WASH DC)/Shore Special Programs/USNA/RTC Duty: TYCOM/GRP/SQD/ NPC/BUPERS
16-20	YNSCS YNSC YNS1	18.4 Yrs 12.5 8.4	CWO, OCS, MECP, COB/CMC Program, CSEL	36	3 rd Sea Tour Billet: LYN/3MC/COB/Submarine Special Projects/ Special Projects SEL/ Duty: Submarine Qualification: COW/DOOW/DCPO/Pilot
12-16	YNSCS YNSC YNS1	18.4 Yrs 12.5 8.4	LDO, CWO, OCS, MECP, COB/CMC Program, CSEL	36	2 nd Shore Tour Billet: Admin/ Pers Officer /Manning/ Transient Monitor/Travel Coord, Major/Staff (incl. WASH DC) /USNA /RTC / Instructor Duty Duty: TYCOM/GRP/SQD
8-12	YNSC YNS1 YNS2	12.5 Yrs 8.4 3.2		36	2 nd Sea Tour Billet: LYN Duty: Submarine Qualification: COW/DCPO/Pilot/CPPA Supervisor
4-8	YNS1 YNS2 YNS3	8.4 Yrs 3.2 2.5	STA-21, OCS, MECP	36	1 st Shore Tour Billet: Staff Billets / SRS/SDD/Shore Special Programs/Submarine Special Projects Duty: SQD/SRS/NDC Qualification: MTS



YNS CAREER PATH (SS)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-4	YNS2 YNS3	3.2 Yrs 2.5	Naval Academy, NROTC	36	1 st Sea Tour Billet: Yeoman Duty: Submarine Qualification: Submarine Warfare/BDW/POOD//Helmsman/Planesman/CPPA/Out of Rate Watches, Security Specialist
1+/-	YNSSN YNSSA Accession Training	9 Months			Recruit Training and all schools or training events required before reporting to their first command.

Notes:

1. In addition to the above career path, a YNS is advanced due to proven leadership, performance, and qualifications.
2. Personnel in 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
 - BDW: Belowdecks Watch
 - CDO: Command Duty Officer
 - COB: Chief of the Boat
 - COW: Chief of the Watch
 - CPPA: Command Pay and Personnel Administrator
 - CSEL: Command Senior Enlisted Leader
 - CWO: Chief Warrant Officer
 - DCPO: Duty Chief Petty Officer
 - DOOW: Diving officer of the Watch
 - ECM: Enlisted Community Manager
 - LYN: Leading Yeoman
 - MTS: Master Training Specialist
 - OCS: Officer Candidate School
 - TRE: Tactical Readiness Evaluation
 - TRR: Training Readiness Review
4. Rating NECs:
 - 731A: Security Assistant
 - 791D: Flag Officer Writer
 - 791F: Command Pay and Personnel Administrator (CPPA)
5. This list is not comprehensive or in order of precedence. Advancement in the YNS rating is enhanced by superior performance documented in the candidate's evaluations for the following:
 - Command Impact
 - Inspection performance/results
 - Squadron rankings



YNS CAREER PATH (SS)



- 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)
- Having served successfully as the Department LCPO at sea (Minimum 12 months)
- TYCOM, GROUP, ISIC, Shore Command Leading/Department LCPO

Consideration for advancement from E6 to E7

- **FULLY QUALIFIED:**
 - If they have served as LYN for greater than 12 months, AND
 - Qualified 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)
 - 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.

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 a LYN 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 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.



YNS CAREER PATH (SS)



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.

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

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



YNS CAREER PATH (SS)



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.

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

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.



YNS CAREER PATH (SS)



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

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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.

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 a LYN 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 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.