



CS CAREER PATH

Culinary Specialists (CS). CS's 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. It is commonly accepted that the "mess decks" or dining areas aboard ships are the "heart of the ship" and culinary specialists play a very important role in crew morale. Culinary Specialists Executive Services (CSES) impact can be felt in the highest offices of our government, supporting the President, Vice President, flag and general officers. Career paths should include diverse assignments ashore and afloat that enhance culinary skills and leadership abilities and promote future rating success through junior sailor development.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
23-30	CSCM	23.22 Yrs	CMDCM/Enlisted Aide/Executive Mess	36	Follow on Sea/Shore Tours
17-23	CSCM CSCS	23.22 Yrs 17.76	CMDCM, CMDCS, Executive Services Program	36	4 th Sea Tour Primary Duty: Dept/Div/Services LCPO/Program Manager Activity: DDG/LSD/LPD/ESB / T-AH/LCC/LHA/LHD/CVN/ EXP/WH/VPR USNORTHCOM/ PACOM, SECDEF, SECNAV Mess, LCPO CCSGs, VR-1 Qualification: SEA, Expectation is qualification in primary duty
15-17	CSCS CSC	17.76 Yrs 15.69	CWO, CMDCS, Equal Opportunity Advisor, Executive Services Program	36	3 rd Shore Tour Primary Duty: Force CS/Inspector/ Instructor/BOQ/ BEQ Manger/ FSO/Leading CS/LCPO/Analyst Chief of Operations Activity: TYCOM/ATG/NPC/ BUPERS/NFMT/Senior Executive Services Program Billet/NAVSUP/CSS/CNIC/ EXP Qualification: SEA, Expectation is qualification in primary duty (ATS/MTS, etc)



CS CAREER PATH

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
16-17	CSCS CSC	17.76 Yrs 15.69	LDO, CWO, OCS, MECP, CMDCS, Recruit Division Commander, Brig Duty, Equal Opportunity Advisor, Executive Services Program, Officer or Enlisted Recruiter	48	3 rd Sea Tour Primary Duty: Dept/Div LCPO/Food Production/Hotel Services Chief/ Chef Program Detail Activity: NMCB/PHIB-CB/CG/LHD/LSD/LPD/LCC/CVN/EXP Qualification: Senior Enlisted Academy (SEA), Expectation is qualification in primary duty
10-15	CSC CS1	15.69 Yrs 10.16		36	2 nd Shore Tour Primary Duty: Dept/Div LCPO/LPO/BQ Manager / Instructor/Inspector/Recruiter/RDC/Detailer/Placement/Analyst Activity: Naval Station/Navy Region Staff/ Naval Hospital/CSS/Weapons Station/NFMT/ATG/NAS/NPC/EXP/Senior Executive Services Program Billet Qualification: ELD, expectation is qualification in primary duty (ATS/MTS, etc)
4-10	CS1 CS2	10.16 Yrs 4.65		54	2 nd Sea Tour Primary Duty: LCS/LPO/ Watch Captain/ Supervisor/ Records Keeper/Bulk Custodian/Supervisor Activity: Ship/Squadron/ NMCB/EXP/ CCSG Qualification: ESWS/EAWS/ SCW/EXW/ELD, Expectation is qualification in primary duty (ATS/MTS, etc)



CS CAREER PATH

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
4-10	CS1 CS2	10.16 Yrs 4.65	STA-21, OCS, MECP, NAVAL ACADEMY NROTC, LDO, USS CONSTITUTION, Brig Duty, Recruit Division Commander, Officer or Enlisted Recruiter, Executive Services Program	36	1 st Shore Tour Primary Duty: Galley/BEQ Manager/Instructor Activity: Naval Station/Naval Hospital/ Staff/CSS/EXP/ Executive Services Program Qualification: ELD, NEC S13A , expectation is qualification in primary duty (ie ATS/MTS, etc)
2-	CS2 CS3	4.65 Yrs 2.65		55	1 st Sea Tour Primary Duty: Galley/ Stateroom /Bulk Storeroom Custodian/Galley Watchcaptain/Records Keeper Activity: Ship/Squadron/ NMCB/ EXP/CCSG Qualification: ELD, Expectation is qualification in primary duty
1+/-	CSSN CSSA Accession Training	.93 Yrs			Recruit training and all schools required prior to first operational command

Notes:

1. "A" School is not required.
2. CS's are expected to follow Sea/Shore Flow IAW NAVADMIN 274/19. The rating is sea intensive. Over a 20-year career, CS's should expect approximately 65% of their career (13 years) assigned to sea duty.
3. First tour CS's are automatically enrolled into Detailing Marketplace Assignment Policy (DMAP). This will have an impact on their typical sea shore rotation highlighted in Note (2). Potential for 55 months first sea tour to a 4+3 (84 month) rotation. See DMAP NAVADMIN 280/21 and follow on NAVADMINS.
4. MILPERSMAN 1306-937 – Culinary Specialist Executive Services Program (CSESP) (updated December 2018): Consecutive tours are limited to provide opportunity for all culinary specialists, increase distributable inventory, and manage overall rating health. No more than two consecutive shore tours or no more than 72 consecutive months within the Culinary Specialist Executive Services Program (to include PRD adjustments) are permitted. This is a voluntary program. Sailors can request release back to rating detailer at any time during their tour or upon completion of full tour. Upward mobility is highly recommended within the program for consideration for advancement. Example: Flag Mess to Strike Group to Executive Dining Services to Enlisted Aide. Special consideration should be granted to service members directed to stay in excess of the 72-month cap, specifically for undermanned category 1-shore billets.
5. There are opportunities for CS members to obtain civilian professional certifications through the American Culinary Federation (ACF). Certifications align military duties as food service managers with civilian food service positions. Any certification obtained should be viewed favorably.
6. NAVADMIN 168/23 changes apprentice (E-1 to E-4) advancements into a time-in-service (TIS) based construct, effective 1 July 2024. E-1 to E-2 is 9 months TIS, E-2 to E-3 is 18 months and E-3 to E4 is 30 months TIS.



CS CAREER PATH

7. Per NAVADMIN 237/23 ILDC and ALDC will be a prerequisite for advancement to E-6 and E-7 respectively, starting in calendar year 2025. CPO-LDC will be a prerequisite for advancement/selection to E-8 commencing with the Fiscal Year 2026 Selection Board.

8. Although CS is primarily a surface rating, CS's serve in billets assigned to every war-fighting domain. Accordingly, they are expected to qualify for the warfare designation that aligns with their assigned activity and primary watch standing qualifications.

9. Per NAVADMIN 277/23, the High Year Tenure (HYT) Plus Program has been indefinitely extended. Members who remain in valid billets and follow current sea shore flow can remain on active duty.

10. NAVADMIN 305/23 describes the Senior Enlisted Marketplace and associated changes within the enlisted advancement system.

Considerations for advancement from E6 to E7

1. Sea Assignments (all)

- LPO/ALPO Operational
- Qualified OOD(I/P) /JOOD
- Any command training team member, or any leadership role in a repair locker; such as, Locker Leader, Attack Team Leader, On-Scene Leader, etc.
- Primary or assistant major command collateral duty with documented impact
- FCPOA/Sailor 360 involvement
- Assistant Watchbill Coordinator
- Documented sailor development

2. Shore Assignments (all)

- Large galley, Lodging Management/Housing/Barracks, Completed Flag Mess Ashore or Executive Mess Tour, Enlisted Aide (Single Aide Quarters)
- Detailer/Placement/Technical Advisor/Training Teams (ATG/NFMT)
- Instructor duty
- Executive Services Program billet/S15A
- Primary or assistant command collateral duty with documented impact
- Qualified CDO/ACDO
- Personnel assigned as a Navy Recruiter, RTC, OTC and Naval Academy as a Recruit Division Commander
- FCPOA involvement. FCPOA elected position is favorable

NEC Consideration: S14A

Considerations for advancement from E7 to E8

1. Sea Assignments (all)

- Department or Division LCPO
- Qualified OOD(I/P), Senior Enlisted Section Leader, and other command quals outside what is expected of a current paygrade
- Qualified 3M 304 and DC 312 (if platform offers qualification)
- Any command training team member, or any leadership role in a repair locker; such as, Locker Leader, Attack Team Leader, On-Scene Leader, etc.
- Command collateral duty with documented impact
- Active CPO Mess/Association involvement, CPO Initiation Lead or Chairperson
- Documented sailor development

2. Shore Assignments (all)

- Large Galley (Leadership role-LCPO, LCS), Lodging Management/Housing /Barracks
- Detailer/Placement /Technical Advisor/Instructor Duty/LCPO CS "A" School/RDC/Center for Service Support/Training Teams (ATG/NFMT)



CS CAREER PATH

- Executive Services Program billet/S15A
- Department or Division LCPO
- Qualified CDO/ACDO/SDO
- Active CPO Mess/Association involvement, CPO Initiation Lead or Chairperson
- Command Collateral duty with documented impact
- Special Programs (RDC/Recruiting/Detailer)
- Personnel assigned as a Navy Recruiter, RTC, OTC and Naval Academy as a Recruit Division Commander
- Individual Augmentee (mission impact)

NEC Consideration: 8SEA

Considerations for advancement from E8 to E9

1. Sea Assignments (all)

- DLCPO/Services LCPO at Sea/Operational
- Leading CS/ Large deck is favorable
- Department or Division LCPO, Operational
- Qualified OOD(I/P) Senior Enlisted Section Leader, Watchbill Coordinator and other command quals outside what is expected of a current paygrade (ie: AT TWO, OOD(U/W), Conning Officer)
- Any command Integrated Training Team member
- Command collateral duty with documented impact
- Active CPO Mess/Association involvement, CPO Initiation Lead

2. Shore Assignments (all)

- SEL/LCPO
- ATG/NFMT/TYCOM/Flag Staff/Region
- Executive Services Program billet
- Qualified CDO
- Command collateral duty with documented impact
- Active CPO Mess/Association involvement, CPO Initiation Lead
- Personnel assigned as a Detailer, Technical Advisor, Navy Recruiter, RTC, OTC and Naval Academy as a Recruit Division Commander

NEC Consideration: 8SEA