



## 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	23.02 Yrs	CMDCM/Enlisted Aide/Executive Mess	36	Follow on Sea/Shore Tours
17-23	CSCM CSCS	23.02 Yrs 17.73	CMDCM, CMDCS, Executive Services Program/CWO	36	4 <sup>th</sup> Sea Tour <b>Primary Duty:</b> Dept/Div/Services LCPO/Program Manager <b>Activity:</b> DDG/LSD/LPD/ESB/ T-AH/LCC/LHA/LHD/CVN/ EXP/WH/VPR USNORTHCOM/ PACOM, SECDEF, SECNAV Mess, LCPO CCSGs, VR-1 <b>Qualification:</b> SEA, Expectation is qualification in primary duty
15-17	CSCS CSC	17.73 Yrs 15.65	CWO, CMDCS, Equal Opportunity Advisor, Executive Services Program	36	3 <sup>rd</sup> Shore Tour <b>Primary Duty:</b> Force CS/Inspector/ Instructor/BOQ/ BEQ Manger/ FSO/Leading CS/LCPO/Analyst Chief of Operations <b>Activity:</b> TYCOM/ATG/NPC/ BUPERS/NFMT/Senior Executive Services Program Billet/NAVSUP/CSS/CNIC/ EXP <b>Qualification:</b> SEA, Expectation is qualification in primary duty (ATS/MTS, etc)



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16-17	CSCS CSC	17.73 Yrs 15.65	LDO, CWO, OCS, MECP, CMDCS, Recruit Division Commander, Brig Duty, Equal Opportunity Advisor, Executive Services Program, Officer or Enlisted Recruiter	48	3 <sup>rd</sup> Sea Tour <b>Primary Duty:</b> Dept/Div LCPO/Food Production/Hotel Services Chief/ Chef Program Detail <b>Activity:</b> NMCB/PHIB-CB/CG/LHD/LSD/LPD/LCC/CVN/EXP <b>Qualification:</b> Senior Enlisted Academy (SEA), Expectation is qualification in primary duty
10-15	CSC CS1	15.65 Yrs 10.16		36	2 <sup>nd</sup> Shore Tour <b>Primary Duty:</b> Dept/Div LCPO/LPO/BQ Manager / Instructor/Inspector/Recruiter/RDC/Detailer/Placement/Analyst <b>Activity:</b> Naval Station/Navy Region Staff/ Naval Hospital/CSS/Weapons Station/NFMT/ATG/NAS/NPC/EXP/Senior Executive Services Program Billet <b>Qualification:</b> ELD, expectation is qualification in primary duty (ATS/MTS, etc)
4-10	CS1 CS2	10.16 Yrs 4.64		54	2 <sup>nd</sup> Sea Tour <b>Primary Duty:</b> LCS/LPO/ Watch Captain/MDMAA/ Supervisor/ Records Keeper/Bulk Custodian/Supervisor <b>Activity:</b> Ship/Squadron/ NMCB/EXP/ CCSG <b>Qualification:</b> ESWS/EAWS/ SCW/EXW/ELD, Expectation is qualification in primary duty (ATS/MTS, etc)



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4-10	CS1 CS2	10.16 Yrs 4.64	STA-21, OCS, MECP, NAVAL ACADEMY NROTC, LDO, USS CONSTITUTION, Brig Duty, Recruit Division Commander, Officer or Enlisted Recruiter, Executive Services Program	36	1 <sup>st</sup> Shore Tour <b>Primary Duty:</b> Galley/BEQ Manager/Instructor <b>Activity:</b> Naval Station/Naval Hospital/ Staff/CSS/EXP/ Executive Services Program <b>Qualification:</b> ELD, NEC S13A , expectation is qualification in primary duty (ie ATS/MTS, etc)
2-	CS2 CS3	4.64 Yrs 2.54		55	1 <sup>st</sup> Sea Tour <b>Primary Duty:</b> Galley/ Stateroom /Bulk Storeroom Custodian/Galley Watchcaptain/Records Keeper <b>Activity:</b> Ship/Squadron/ NMCB/ EXP/CCSG <b>Qualification:</b> ELD, Expectation is qualification in primary duty
1+/-	CSSN CSSA Accession Training	.91 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. CS's participate in Billet Based Advancement (BBA). This program provides Sailors with the opportunity to compete for billets in the next higher paygrade. See BBA NAVADMIN 255/24 for guidance. This NAVADMIN also describes the Senior Enlisted Marketplace and associated changes within the enlisted advancement system.
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 (including 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 given to service members directed to stay in excess of the 72-month cap, specifically for undermanned category 1-shore billets.
5. 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.
6. 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.



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7. 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 for the command in which they are assigned.

8. 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.

9. Assigned to billets where a special qualification is required to perform the primary duty, CSs are expected to obtain the "special" qualification (e.g. Instructor=MTS/ITS, ATG=ATS).

10. Qualifications/Certifications. Favorable consideration should be given to candidates that show the success of their watch stations, such as number of qualifications, watchstanding effectiveness, warfighting and force protection readiness, certifications, and command accomplishments.

- OOD (I/P), JOOD
- CDO, ACDO
- SDO, ASDO
- Qualified all Enlisted Warfare per platform assigned
- SEWBC (Senior Enlisted Watchbill Coordinator)
- Watchbill Coordinator
- Any Command Training Team member (e.g. DCTT, MTT, 3MTT, ATT, ITT, etc.)
- Repair Locker Leader or other DC duties
- ATTWO (Anti-Terrorism Weapons Officer)
- HCO (Helicopter Control Officer)
- USMAP qualifications; Navy Cool Certifications; Lean Six Sigma Certifications

11. Collateral Duties. Collateral duties should be focused outside the CS rating.

- Command Drug and Alcohol Program Advisor
- Command Managed Equal Opportunity
- SAPR Point of Contact / SAPR Victim Advocate
- Family Advocacy Program coordinator
- Command Fitness Leader
- Command Resiliency Team member
- Command or Career Counselor
- Mentorship Coordinator
- Warfare Program Coordinator
- Asst Command Collateral (e.g. ACFL)

### **Considerations for advancement from E6 to E7**

1. Candidates eligible for selection to CSC should have documented leadership as an LPO or leading significant leadership positions within command programs, including leadership of peers or leadership up the chain of command. They should have documentation reflecting Sailor impact and results from their direct leadership. Candidates need to show impact within the command without taking away from their primary duty. Top candidates should excel at difficult and challenging jobs with documented technical knowledge and success at their watch station, qualifications, warfighting readiness, and command accomplishments. You must consider the scope of the candidate's primary job assignments and the impact throughout the command, area, and Fleet.



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### 2. Duty Assignments:

**Sea Duty:** Include but not limited to: AS, MCM, PC, CG, CVN, DDG, ESB, FFG, LCC, LCS, LHA, LHD, LPD, LSD, TAH, PHIB, overseas remote NAVSUP FLC/NFMT.

**Shore Duty:** Include but not limited to: ATG, NAVSTA's, CNIC, CSS, NETC, Naval Medical Centers, NAVSUP FLC/NFMT, Naval Academy, IA, Brigs and various Shore Special Programs such as RDC, RTC, OTC, Navy Recruiter, 3MC, Camp David, Executive Services Program, Presidential Food Service and NPC (Detailer/Placement /Technical Advisor), Lodging Management/Housing /Barracks, Instructor Duty.

**Fully Qualified Candidates** - will have demonstrated sustained performance in one or more of the following categories:

- LPO/ALPO, MDMAA
- Qualified all Enlisted Warfare per platform assigned.
- Qualified OOD(I/P), JOOD, CDO, ACDO, SDO, ASDO
- Qualified Locker Leader, Attack Team Leader, On-Scene Leader, etc.
- Training Team (DCTT, 3MTT, ATTT, MTT, etc.) involvement
- Command or Assistant Command Collateral Duty
- FCPOA, peer group, Sailor 360 involvement
- Assistant Watchbill Coordinator
- Documented sailor development

**Best Qualified Candidates** – in addition to those from the Fully Qualified list, will have demonstrated sustained performance in one or more of the following categories:

- Documented leadership and mission impact serving in key leadership positions for greater than 12 months (Leading CS, Dept LPO)
- Qualified all Enlisted Warfare per platform assigned
- Sailor 360, peer group, FCPOA documented leadership/impact (leading a committee should be considered a plus)
- Command or Assistant Command Collateral Duties with documented leadership/impact
- Training Team (DCTT, 3MTT, ATTT, MTT, etc.) with impact on unit mission, department results, and unit certifications
- CS rating involvement – Command/Regional impact – rating-specific professional development initiatives and Fleet training (i.e. NCAT, OCCSTD's)
- Watchbill Coordinator with documented leadership/impact

Desired NEC's: S13A, S14A, S15A

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

1. Candidates eligible for selection to CSCS should have documented leadership as an LCPO or other significant leadership positions, including leadership of peers or leadership up the chain of command. Their direct leadership should reflect Sailor success through selection as Command/Department SOQ/SOY, advancements, warfare qualifications, college enrollment, and USMAP certifications. Candidates need to show impact within the CS community and the command without taking away from their primary duty. Top candidates should excel at difficult and challenging jobs with documented success at their watch station, qualifications, warfighting readiness, and command accomplishments. Recommended to have completed the Senior Enlisted Academy. You must consider the scope of the candidate's primary job assignments and the impact throughout the command, area, and Fleet.



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### 2. Duty Assignments:

**Sea Duty:** Include but not limited to: AS, MCM, PC, CG, CVN, DDG, ESB, FFG, LCC, LCS, LHA, LHD, LPD, LSD, TAH, PHIB, overseas remote NAVSUP FLC/NFMT.

**Shore Duty:** Include but not limited to: ATG, NAVSTA's, CNIC, CSS, NETC, Naval Medical Centers, NAVSUP FLC/NFMT, Naval Academy, IA, Brigs and various Shore Special Programs such as RDC, RTC, OTC, Navy Recruiter, 3MC, Camp David, Executive Services Program, Presidential Food Service and NPC (Detailer/Placement /Technical Advisor), Lodging Management/Housing /Barracks, Instructor Duty.

**Fully Qualified Candidates** - will have demonstrated sustained performance in one or more of the following categories:

- Department or Division LCPO
- Qualified all Enlisted Warfare per platform assigned
- Qualified 3M 304, 305 and DC 312 (if platform offers qualification)
- Training Team (DCTT, 3MTT, ATTT, MTT, etc.) involvement
- Sailor 360 involvement
- CPOA & CPO Initiation involvement
- Command or Assistant Command Collateral Duties
- Assistant Section Leader/Watchbill Coordinator/OOD IP/CDO/ACDO/SDO/HCO

**Best Qualified Candidates** – in addition to those from the Fully Qualified list, will have demonstrated sustained performance in one or more of the following categories:

- Documented leadership and mission impact serving in key leadership positions for greater than 12 months (Leading CS, DLCPO, LCPO)
- Qualified all Enlisted Warfare per platform assigned
- Training Team (DCTT, 3MTT, ATTT, MTT, etc.) with impact on unit mission, department results, and unit certifications
- Sailor 360 involvement (leading a committee should be considered a plus)
- CPOA & CPO initiation involvement (leading a committee should be considered a plus)
- Command or Assistant Command Collateral Duties with documented leadership/impact
- Watchbill Coordinator/Command Duty Officer with documented leadership/impact
- CS rating involvement – AERR, or rating-specific professional development initiatives and Fleet training.
- Individual Augmentee (mission impact)
- Completed Senior Enlisted Academy

Required NEC's: 8LDC

Desired NEC's: 8SEA, S14A, S15A

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

1. Candidates eligible for selection to CSCM should have documented leadership as a DLCPO, or other significant leadership positions, including leadership of peers, leadership up the chain of command, or command level leadership. Their direct leadership should reflect Sailor success as Command/Department SOQ/SOY selection, advancements, warfare qualifications, college enrollment, and USMAP certifications. Candidates need to show impact within the LS community and the command without taking away from their primary duty. They should manage command level programs with success. Top candidates should excel at difficult and challenging jobs with documented success at their watch station, qualifications, warfighting readiness, and command accomplishments.

**Must** have completed the Senior Enlisted Academy. You must consider the scope of the candidate's primary job assignments and the impact throughout the command, area, and Fleet.



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### 2. Duty Assignments:

**Sea Duty:** Include but not limited to: AS, MCM, PC, CG, CVN, DDG, ESB, FFG, LCC, LCS, LHA, LHD, LPD, LSD, TAH, PHIB, overseas remote NAVSUP FLC/NFMT.

**Shore Duty:** Include but not limited to: ATG, NAVSTA's, CNIC, CSS, NETC, Naval Medical Centers, NAVSUP FLC/NFMT, Naval Academy, IA, Brigs and various Shore Special Programs such as RDC, RTC, OTC, Navy Recruiter, 3MC, Camp David, Executive Services Program, Presidential Food Service and NPC (Detailer/Placement /Technical Advisor), Lodging Management/Housing /Barracks, Instructor Duty.

**Fully Qualified Candidates** – will have demonstrated sustained performance in one or more of the following categories:

- Department or Division LCPO
- Qualified all Enlisted Warfare per platform assigned
- Training Team (DCTT, 3MTT, ATTT, MTT, etc.) involvement
- Sailor 360 involvement
- CPOA & CPO initiation involvement
- Command or Assistant Command Collateral Duties
- Section Leader/Watchbill Coordinator/CDO
- Senior Enlisted Academy graduate

**Best Qualified Candidates** – in addition to those from the Fully Qualified list, will have demonstrated sustained performance in one or more of the following categories:

- Documented leadership and mission impact serving in key leadership positions for greater than 12 months (SEL, DLCPO, Services LCPO)
- Qualified all Enlisted Warfare per platform assigned
- Training Team (DCTT, 3MTT, ATTT, MTT, etc.) with impact on unit mission, department results, and unit certifications
- Sailor 360 involvement (leading a committee should be considered a plus)
- CPOA involvement & leading a committee during CPO initiation
- Major Command Collateral Duties/Collateral Duty Coordinator with documented leadership/impact
- Senior Section Leader/Watchbill Coordinator/Command Duty Officer with documented leadership/impact
- CS rating involvement – AERR, Command/Regional impact – rating-specific professional development initiatives and Fleet training.
- Senior Enlisted Academy graduate

Required NEC: 8SEA