



LS CAREER PATH

<p>Logistics Specialists (LS). LSs are responsible for: providing exceptional customer service, operating financial accounting systems, managing inventories of repair parts and general shipboard and aviation supplies, and supply support for shore-based activities to include the Military Postal System. They serve aboard naval surface ships, aviation squadrons, NAVSUP Fleet Logistics Center (FLC), Naval Air Stations, Aviation Support Divisions (ASD), staff billets, Presidential support, military postal systems, construction battalions and within Naval Special Warfare. LSs procure, receive, store and issue material and repair components, and utilize financial accounting programs and databases.</p>					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAM	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
23-30	LSCM	22.83 Yrs	CMDCM	36	Follow on Sea/Shore Tours
18-23	LSCM LSCS	22.83 Yrs 18.07	CMDCM/CMDCS/3MC	36	<p>4TH Sea Tour</p> <p>Primary Duty: D e p t /Readiness/ Div LCPO</p> <p>Activity: CVN/LHA/LHD/LPD/ LCC/CG/CCSG/NMCB/ SPECWAR</p> <p>Qualification: Senior Enlisted Academy Expectation is qualification in primary duty</p>
15-23	LSCM LSCS LSC	22.83 Yrs 18.07 14.05	CMDCM/CMDCS/3MC	36	<p>3RD Shore Tour</p> <p>Primary Duty: Force LS/Inspector/Instructor/ ECM/Detailer/ Manpower/Rating Specialist/SEA/ LCPO/Staff/SEA Instructor</p> <p>Activity: T Y C O M /ATG/NETC/ BUPERS/ NPC/CNIC/NAVMAC/Major Staff/ASD/EXP/SPECWAR/ACU/CTF/ FLC</p> <p>Qualification: SEA, Expectation is qualification in primary duty</p>



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAM OPPORTUNITIES	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
15-18	LSCS LSC	18.07 Yrs 14.05	CMDCS/LDO/OCS/ MECP, SUPPO-Littoral Combat Ship, 3MC, Recruit Division Commander, Equal Opportunity Advisor, ELD Instructor, Officer/Enlisted Recruiter, Blue Angels, Attache Duty	42	3 RD Sea Tour Primary Duty: D e p t /Div/Readiness LCPO Activity: Ship/Squadron/NMCB/CTF/ESB /ESG/EODMU/NSW/ACU/CCSG /Staff Qualification: SEA, Expectation is qualification in primary duty
10-15	LSC LS1	14.05 Yrs 9.29		36	2 ND Shore Tour Primary Duty: Dept/Div LCPO/LPO/Supervisor/Instructor/Assessor/Detailer/GCPC/AO/APC Activity: STAFF/ATG/NETC/CSS/ACU EXP/ASD/FRC/FLC/BMU Qualification: SEA, expectation is qualification in primary duty (ATS/MTS/LSR, etc)
5-10	LS1 LS2	9.29 Yrs 4.19		48	2 ND Sea Tour Primary Duty: LPO/WCS/ Program Manager/Purchase Card Holder Activity: Ship/Squadron/ NMCB/EXP/SPECWAR/ ACU Qualification: ELD, Expectation is qualification in primary duty
3-10	LS1 LS2	9.29 Yrs 4.19	LDO, STA-21, OCS, MECP, NAVAL ACADEMY, NROTC, Recruit Division Commander, Officer/Enlisted Recruiter, Camp David, USS CONSTITUTION	36	1 ST Shore Tour Primary Duty: S u p p l y Tech/Financial Management/Purchase Card Holder /Instructor/Recruiting Commands Activity: FLC/NAS/ASD/ FRC/SPECWAR/ACU/BMU Qualification: ELD, Expectation is qualification in primary duty (ATS/MTS/LSR, etc.)
3-5	LS2 LS3	4.19 Yrs 2.53		55	1 ST Sea Tour Primary Duty: S u p p l y Technician/WCS Activity: S h i p /Squadron/NMCB/ EXP/SPECWAR/ACU Qualification: ELD, Expectation is qualification in primary duty



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YEARS OF SERVICE	CAREER MILES TONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAM OPPORTUNITIES	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-3	LS3	2.53	STA-21, OCS, MECP, NAVAL ACADEMY, NROTC, USS CONSTITUTION, USN Ceremonial Guard	24	1 ST Shore Tour Primary Duty: Supply Tech Activity: FLC/NAS/ASD/FRC/ ACU/BMU Qualification: ELD, Expectation is qualification in primary duty (ATS/MTS/LSR, etc)
1+/-	LSSN Accession Training	.79 Years			Recruit training and schools or training events required prior to first operational command.

Notes:

1. “A” School is not required.
2. LSs are expected to follow a Sea/Shore Flow IAW NAVADMIN 274/19. The rating is sea centric. Over a 20-year career, Sailors should expect approximately 60% of their career (12 years) assigned to sea duty.
3. 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.
4. 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.
5. NAVADMIN 255/24 describes the Senior Enlisted Marketplace and associated changes within the enlisted advancement system.
6. Outside the many traditional sea platforms and shore commands, LS’s have opportunities to diversify their portfolio by accepting billets in: Navy Expeditionary Combat Command (NECC) and Naval Special Warfare (NSW) commands.
7. Although LS is primarily a surface rating, LS’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.
8. Assigned to billets where a special qualification is required to perform the primary duty, LSs are expected to obtain the “special” qualification (e.g. Instructor=MTS/ITS, FLC=LSR).
9. 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
 - LSR (Logistics Support Representative) qualification to meet current pay grade (**if member is or has been FLC assigned**)
 - Any Command Training Team member (e.g. DCTT, MTT, 3MTT, ATT, ITT, etc.)



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- 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

10. Collateral Duties. Collateral duties should be focused outside the LS 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 LSC 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.

2. Duty Assignments:

Sea Duty: Include but not limited to: Ship (All), Squadron (All), NMCB, SPECWAR, CTF, ESB, ESG, EODMU, ACU, CCSG, Staff

Shore Duty: Include but not limited to: TYCOM, ATG, NETC, CSS, BUPERS, NPC, CNIC, NAVMAC, Major Staff, ASD, FRC, EXP, SPECWAR, ACU, CTF, FLC, BMU, Special Duty such as Blue Angels, RDC, RTC, and Camp David.

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

- LPO/ALPO
- Qualified all Enlisted Warfare per platform assigned.
- Qualified OOD(I/P), JOOD, CDO, ACDO, SDO, ASDO
- Training Team (DCTT, 3MTT, ATTT, MTT, etc.) involvement
- Qualified Locker Leader, Attack Team Leader, On-Scene Leader, etc.
- 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 (Dept LPO, Div LPO, etc.)



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- 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
- LS rating involvement – Command/Regional impact – rating-specific professional development initiatives and Fleet training (i.e. OCCSTD's)
- Watchbill Coordinator with documented leadership/impact

Desired NEC's: S07A, S08A, S09A, S10A, S18A, S19A, S20A, 749A, 792A

Considerations for advancement from E7 to E8

1. Candidates eligible for selection to LSCS 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 RS 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.

2. Duty Assignments:

Sea Duty: Include but not limited to: Ship (All), Squadron (All), NMCB, SPECWAR, CTF, ESB, ESG, EODMU, ACU, CCSG, Staff

Shore Duty: Include but not limited to: TYCOM, ATG, NETC, CSS, BUPERS, NPC, CNIC, NAVMAC, Major Staff, ASD, FRC, EXP, SPECWAR, ACU, CTF, FLC, BMU, Special Duty such as Blue Angels, RDC, RTC, and Camp David.

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, ATTT, 3MTT, 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

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 (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
- LS rating involvement – AERR or rating-specific professional development initiatives and Fleet training.



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- Completed Senior Enlisted Academy

Required NEC's: 8LDC

Desired NEC's: S09A, S10A, 8SEA

Considerations for advancement from E8 to E9

1. Candidates eligible for selection to LSCM 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.

2. Duty Assignments:

Sea Duty: Include but not limited to: Ship (All), Squadron (All), NMCB, SPECWAR, CTF, ESB, ESG, EODMU, ACU, CCSG, Staff

Shore Duty: Include but not limited to: TYCOM, ATG, NETC, CSS, BUPERS, NPC, CNIC, NAVMAC, Major Staff, ASD, FRC, EXP, SPECWAR, ACU, CTF, FLC, BMU, Special Duty such as Blue Angels, RDC, RTC, Camp David, Individual Augmentee.

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, Readiness 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
- LS rating involvement – AERR, Command/Regional impact – rating-specific professional development initiatives and Fleet training.
- Senior Enlisted Academy graduate

Required NEC's: 8SEA