



## RS CAREER PATH

Retail Specialist (RS). RS's are responsible for managing and operating all shipboard retail and service activities. They work in diverse settings including offices (as recordskeepers,) ship's stores, coffee kiosks (CVN only), barbershops, laundry plants, and shipboard post offices. Ashore, assignments include bachelor's quarters, hospitals, Recruit Training Command, NAVSUP Fleet Mail Centers, and other special shore programs. The work is physical and challenging; but a wide range of job experiences provide valuable retail, marketing and shop management skills. RS's play an essential role in crew morale.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
23-30	RSCM	22.65 Yrs	CMDCM	36	Follow on Sea/Shore Tours
19-23	RSCM RSCS	22.65 Yrs 19.07	CMDCM/CMDCS	36	4 <sup>th</sup> Sea Tour <b>Primary Duty:</b> Dept/Services/Div LCPO <b>Activity:</b> CVN/LCC/LHA/LHD <b>Qualification:</b> Senior Enlisted Academy (SEA)
16-19	RSCS RSC	19.07 Yrs 16.26	CMDCS, Equal Opportunity Advisor, Recruit Division Commander, Brig Duty, Officer or Enlisted Recruiter, Detailer	36	3 <sup>rd</sup> Shore Tour <b>Primary Duty:</b> Rating Specialist/Inspector/ Trainer/ Instructor/ISIC RS/ Curriculum Manager/Postal Operations/LCPO <b>Activity:</b> NEXCOM/ATG/FLC/ CSS/Navy Medical Center/ NAVCRUITCOM <b>Qualification:</b> SEA, Expectation is qualification in primary duty (ATS/MTS, etc)
16-19	RSCS RSC	19.07 Yrs 16.26	CMDCS/LDO/OCS/ MECP, Equal Opportunity Advisor, Recruit Division Commander, Camp David, Brig Duty, Officer or Enlisted Recruiter, Detailer	48	3 <sup>rd</sup> Sea Tour <b>Primary Duty:</b> Dept/Services/Div LCPO/Postal Operations <b>Activity:</b> CVN/LSD/LPD/LCC/LHA/ LHD/DDG/AS <b>Qualification:</b> SEA, Expectation is qualification in primary duty
10-16	RSC RS1	16.26 Yrs 10.44		36	2 <sup>nd</sup> Shore Tour <b>Primary Duty:</b> Detailer/Inspector/ Instructor/Rating Specialist/ Curriculum Manager/BEQ/Housing Staff/ Retail Operations/Postal Operations/LCPO/LPO <b>Activity:</b> NPC/ATG/CSS/ NEXCOM/NAVSTA/Navy Medical Center/NAVSUP FLC/TAOC/RTC <b>Qualification:</b> ELD, Expectation is qualification in primary duty (ATS/MTS, etc)
4-10	RS1 RS2	10.44 Yrs 4.95		54	2 <sup>nd</sup> Sea Tour <b>Primary Duty:</b> LPO/WCS/Barber/ROM Tech/Retail Operations/Laundry Supervisor/ Postal Operations <b>Activity:</b> CVN/AS/CG/ DDG/ESB /LCC/ LHA/LHD/LPD/LSD/DDG <b>Qualification:</b> Expectation is qualification in primary duty



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
5-10	RS1 RS2	10.44 Yrs 4.95	STA-21, OCS, MECP, Naval Academy, NROTC, RDC, White House, Camp David, Brig Duty, Officer or Enlisted Recruiter, Drug & Alcohol Counselor, USS CONSTITUTION, Navy Ceremonial Guard	36	1 <sup>st</sup> Shore Tour <b>Primary Duty:</b> LPO/Instructor/Trainer/Barber/ROM Tech/Retail Operations/ Laundry Supervisor/BEQ/Housing Staff/Postal Operations <b>Activity:</b> NAVSTA/CNIC/CSS/NETC /Naval Medical Center/ NAVSUP FLC/RDC/TAOC/RTC <b>Qualification:</b> ELD, Expectation is qualification in primary duty (ATS/MTS/LSR, etc)
2-5	RS2 RS3	4.95 Yrs 2.65		55	1 <sup>st</sup> Sea Tour <b>Primary Duty:</b> Retail Operations/ Laundry/Barber/Postal Operations <b>Activity:</b> AS/CG/CVN/DDG/ESB/LCC/LHA/LHD/LPD/LSD <b>Qualification:</b> ELD, Expectation is qualification in primary duty
1+/-	RSSN RSSA Accession Training	.85 Yrs			Recruit training and all schools or training events required prior to first operational command.

**Notes:**

1. "A" school is not required.
2. RS's are expected to follow a Sea/Shore Flow IAW NAVADMIN 274/19. The rating is sea-intensive. Over a 20-year career, sailors should expect approximately 65% of the career (13 years) assigned to sea duty.
3. First tour RS'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. CONUS and OCONUS shore postal billets have realigned from Logistics Specialists (LS) to Retail Services Specialists (RS) to modernize and enhance supply enlisted Sailors' professional development. Sea duty billets will also realign to RS over the next few years such that eventually all postal billets will be RS.
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. CPO-LDC will be a prerequisite for advancement/selection to E-8 commencing with the Fiscal Year 2026 Selection Board.
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.
7. Although RS is primarily a surface rating, RS's serve in billets assigned to every war-fighting domain. Accordingly, they are expected to qualify for the warfare designation based upon assignment type and primary watch standing qualifications for the command in which they are assigned.



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8. 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.

9. 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. In rate Shore Assignments (all)**

- Limited shore duty options (FLC, Postal)
- FAC G or out of rate billets are expected
- Instructor Duty
- FCPOA Involvement
- Special Programs (RDC/Recruiting/3MC/ Camp David)
- Primary or assistant command collateral duty with documented impact
- Qualified CDO/ACDO/SDO/ASDO
- Personnel assigned as a Navy Recruiter, RTC, OTC and Naval Academy as a Recruit Division Commander

NEC Consideration: S12A, S12B, S00A

### **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. In rate Shore Assignments (all)**

- Limited shore duty options (FLC, Postal)
- FAC G or out of rate billets are expected
- 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)
- Personnel assigned as a Navy Recruiter, RTC, OTC and Naval Academy as a Recruit Division Commander
- Individual Augmentee (mission impact)

NEC Consideration: 8SEA



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

#### **1. Sea Assignments (all)**

- 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: ATTWO, 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)**

- Limited shore duty options (FLC, Postal)
- FAC G or out of rate billets are expected
- SEL/LCPO
- Qualified CDO
- Command collateral duty with documented impact
- Active CPO Mess/Association involvement, CPO Initiation Lead
- Personnel assigned as a Navy Recruiter, RTC, OTC and Naval Academy as a Recruit Division Commander
- Individual Augmentee (mission impact)

NEC Consideration: 8SEA