



## RS CAREER PATH

Retail Specialist (RS). RSs are responsible for managing and operating all shipboard retail and service activities. They work in diverse settings including offices (as recordkeepers) 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 experience provides 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	22.90 Yrs	CMDCM	36	Follow on Sea/Shore Tours
19-23	RSCM RSCS	22.90 Yrs 18.93	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	18.93 Yrs 16.13	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	18.93 Yrs 16.13	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	16.13 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 4.80		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



## RS CAREER PATH

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 4.80	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	4.80 Yrs 2.53		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	.95 Yrs			Recruit training and all schools or training events required prior to first operational command.

### Notes:

1. “A” school is not required.
2. RSs 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. RSs participate in Billet Based Advancement (BBA). This program provides Sailors with the opportunity to compete for billets in the next higher pay grade. See BBA NAVADMIN 255/24 for guidance. This NAVADMIN also describes the Senior Enlisted Marketplace and associated changes within the enlisted advancement system.
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.
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 seashore flow can remain on active duty.
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.
8. Assigned to billets where a special qualification is required to perform the primary duty, RSs are expected to obtain the “special” qualification (e.g. Instructor=MTS/ITS, ATG=ATS).



## RS CAREER PATH

9. Qualifications/Certifications. Favorable consideration should be given to candidates that show the success of their watch stations, such as number of qualifications, watch standing 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

10. Collateral Duties. Collateral duties should be focused outside the RS 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 RSC 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: AS, CG, CVN, DDG, ESB, FFG, LCC, LCS, LHA, LHD, LPD, LSD, TAH, PHIB, overseas remote NAVSUP FLC.

**Shore Duty:** Include but not limited to: NEXCOM, ATG, NAVSTA's, CNIC, CSS, NETC, Naval Medical Centers, NAVSUP FLC, Naval Academy, EMF, IA, MPSA, Brigs and various Shore Special Programs such as RDC, RTC, OTC, 3MC, Camp David, Presidential Food Service and NPC.

**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.



## RS CAREER PATH

- 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.)
- 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
- RS 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: S12A, S12B, S00A

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

1. Candidates eligible for selection to RSCS 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: AS, CG, CVN, DDG, ESB, FFG, LCC, LCS, LHA, LHD, LPD, LSD, TAH, PHIB, overseas remote NAVSUP FLC.

**Shore Duty:** Include but not limited to: NEXCOM, ATG, NAVSTA's, CNIC, CSS, NETC, Naval Medical Centers, NAVSUP FLC, Naval Academy, EMF, IA, MPSA, Brigs and various Shore Special Programs such as RDC, RTC, OTC, 3MC, Camp David, Presidential Food Service and NPC.

**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



## RS CAREER PATH

- 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
- RS rating involvement – AERR or rating-specific professional development initiatives and Fleet training.
- Completed Senior Enlisted Academy

Required NEC's: 8LDC

Desired NEC's: 8SEA

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

1. Candidates eligible for selection to RSCM 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 RS 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: AS, CG, CVN, DDG, ESB, FFG, LCC, LCS, LHA, LHD, LPD, LSD, TAH, PHIB, overseas remote NAVSUP FLC.

**Shore Duty:** Include but not limited to: NEXCOM, ATG, NAVSTA's, CNIC, CSS, NETC, Naval Medical Centers, NAVSUP FLC, Naval Academy, EMF, IA, MPSA, Brigs and various Shore Special Programs such as RDC, RTC, OTC, 3MC, Camp David, Presidential Food Service and NPC.

**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:



## RS CAREER PATH

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

Required NEC's: 8SEA