



GM CAREER PATH SW/AW/EXW/SCW



Gunner's Mate (GM). GMs are responsible for the operation and maintenance of guided missile launching systems, gun mounts and other ordnance equipment, as well as small arms and magazines. They work with electrical and electronic circuitry and mechanical, hydraulic and pneumatic systems.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE (Years)	SPECIAL PROGRAMS AVAILABLE	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
24-30	GMCM	21.9	GM Lead Detailer	36	4 th Shore Tour Billet: Type I/III Shore Duty Duty: As assigned
21-24	GMCM GMCS	21.9 18.5	DEVGRU, NSW, PRECOM	48	4 th Sea Tour Billet: Type II/IV Sea Duty SEL, DLCPO, LCPO, SEA attendance See note *10/11
18-21	GMCS GMC	18.5 12.9	RDC, RTC, Recruiter, Detailer, 3MC, NSW	36	3 rd Shore Tour Billet: Type I/III Shore Duty ATS, MTS, SEA attendance See note *10/11
14-18	GMCS GMC GM1	18.5 12.9 8.3	DEVGRU, NSW Combat Service Support, 3MC, PRECOM	48	3 rd Sea Tour Billet: Type II/IV Sea Duty Enlisted Warfare Device, SEA attendance See note *10/11
11-14	GMCS GMC GM1	18.5 12.9 8.3	RDC, RTC, Recruiter, Detailer, 3MC	36	2 nd Shore Tour Billet: Type I/III Shore Duty ATS, MTS, SEA See note *10/11
8-11	GMC GM1 GM2	12.9 8.3 4.1	DEVGRU, NSW Combat Service Support, PRECOM	60	2 nd Sea tour Billet: Type II/IV Sea Duty Enlisted Warfare Device See note *10/11
5-8	GM1 GM2 GM3	8.3 4.1 2.4	RDC, RTC, Recruiter, Detailer	36	1 st Shore Tour Billet: Type I/III Shore Duty ATS, MTS See note *10/11
2-5	GM2 GM3	4.1 2.4	PRECOM	49	1 st Sea Tour Billet: Type II/IV Sea Duty Enlisted Warfare Device. See note *10/11
1+/-	GM3 GMSN GMSA Accession Training	2.4			Recruit Training, "A" and "C" Schools

Community Notes.

1. GM "A" School is recommended, but **NOT** required for advancement.
2. A SECRET security clearance is required to be maintained due to the nature and scope of our assigned duties.
3. Deployable commands and small units of action (NSW/NECC) located in the 5th, 6th, and 7th Fleet AORs are extremely arduous. These platforms deploy at a higher rate than CONUS platforms.



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4. Forward Deployed Naval Forces (FDNF) Shore/Sea billets are extremely arduous in nature, have a higher operational commitment, and deploy at a much higher rate than CONUS Shore/Sea billets. GMs assigned to these hard to fill billets **shall be given special consideration by the selection board**.
5. GMs assigned to billets that offer an Enlisted Warfare designations must attain the respective qualification and be qualified to their appropriate paygrade to be considered **“FULLY before BEST QUALIFIED”** at their current command.
6. GMs assigned to NAVPERSCOM, BUPERS, OTC, USNA, PRECOM, RTC, and RDC require special shore screenings. These are CNO Priority Billets and should be viewed by the selection board as competitive in nature.
7. GMs assigned to Instructor Duty billets where ATS and/or MTS are offered **MUST** attain the respective qualification and be qualified to their appropriate paygrade to be considered **“FULLY before BEST QUALIFIED”** at their current command.
8. GMs selected for the selection board, selection board recorder, Advancement Exam Readiness Review (AERR), and the rating readiness review should be given special consideration by the selection board. This shows a level of ownership, technical acumen, and devotion to the GM rating.
9. Sailors currently serving on/or that have recently (previous tour) served onboard challenging and arduous Sea Duty (USS Platforms) commands **shall be given special consideration** for advancement over other "Sea Duty Billets". In comparison to other Duty Stations, USS platforms are where the most GM rating knowledge is gained through direct experience and practiced daily with enormous responsibilities spanning across all warfare areas. The duty of a GM is measured in full onboard USS platforms, requiring a higher level of GM rating knowledge and personal/professional resiliency in order to be successful during those tours.
10. Sailors **MUST** qualify at the level of their respective paygrade. It is **highly recommended** that GMs qualify at a higher paygrade, attain higher level of qualifications, and seek greater responsibilities at their command. Commands are different in nature, mission, operational tasking, qualifications, equipment, etc. and you should review the considerations for advancement notes for each paygrade below.
11. The considerations for advancements listed below for Chief, Senior Chief, and Master Chief Gunner's Mate are **not all inclusive**. There are several important factors that must be considered, applied, and executed if you want to navigate through the paygrades to become a GMCM.
 - a. Billet application/selection on My Navy Assignment (MNA) is very important. Service records that contain multiple/consecutive tours at the same command or command type **must progress in billet complexity**, professional development, and leadership responsibility. Billets are not all the same! Be selective when applying for orders and understand that certain commands/platforms promote advancement based on the equipment and nature of their duties. Not all locations will have GM related duties, this is where you must be selective and decide what is best for your career.
 - b. Performance and rating knowledge are the foundations on which we advance. Whatever platform/command you are assigned, you will need to ensure you are **FULLY QUALIFIED**, influencing others to be successful, positively impacting the command, and above all showing **SUSTAINED SUPERIOR PERFORMANCE**.
 - c. In addition to your performance, you must be able to transcribe your accomplishments on your evaluation so members of the Selection Boards (different ratings) can understand clearly what it is you and your Sailors have done. It is crucial that you clearly explain how you meet/exceed the Selection Board Precepts and Convening Order.
 - d. Attaining a qualification at the end of a tour or doing nothing with the qualification can be seen as a negative by the selection board. Example: If you are qualified as a CSOOW or SUWC three months prior to your transfer. What was done with the qualification? What impact did you have? Become **FULLY/BEST QUALIFIED**



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at the beginning of your tour and lead by example. Command impact is a key element when attaining qualifications and being selected for advancement.

e. Collateral Duties. The right collateral duty will keep you competitive at your command with regards to ranking, however your evaluation needs to reflect more of your primary duty accomplishments. Your evaluation needs to reflect roughly 90% of your primary job (GM) and 10% of collateral duties. Inspection scores, asset accountability numbers, in-rate advancements, operational readiness of your weapons systems, etc. should be the driving narrative of your evaluation.

f. Education and Professional Development. You must consider the completion of professional military or advanced civilian education while it is offered. Professional Military Education entails Primary Professional Military Education (PPME), Enlisted Joint Professional Military Education (EJPME) I/II and enlisted leadership development courses through the Enlisted Leader Development Continuum (ELDC).

Assignable Communities:

1. **SURFACE** – The majority of Gunner's Mates are assigned to ships, as it is the typical rating path for GMs. They operate, perform, and coordinate intermediate maintenance for missiles systems, guns, gun mounts, small arms, torpedoes, and associated handling equipment; make detailed electrical, electric, hydraulic, and mechanical casualty analysis; inspect, test, analyze, and direct repair of electric, electronic, hydraulic, and mechanical components; prepare torpedoes and torpedo launching equipment for issue and firing; prepare missiles and launching equipment for checkout and firing; test, inspect and repair magazine sprinkler systems; supervise personnel in handling and stowage of ammunition; supervise personnel in small arms and crew served weapons qualifications; supervise crews assigned to ordnance equipment/watch stations and manage a myriad of EXPSAF programs. These afloat platforms are where Gunner's Mates develop and hone in their Rating "**TECHNICAL EXPERTISE**" and are **incomparable** to all other platforms or shore assignments.

a. SHORE DUTY Type I/III

- Afloat Training Groups; ATS, MTS and Team lead.
- COMLCSRON; ATO, ATFP Team Lead and OIS Manager.
- Instructor Duty, RTC, RDC, OTC, USNA. (MTS)
- Regional Maintenance Centers; NAMTS (Production), Journeyman JQR, and V66B SMT/ V66B Test Director (Advanced Qualifications).
- Navy Munitions Command; QUAL/CERT (TL, QASO, Board Member), and fully qualified.
- Duty Section; SEWBC, CDO, ACDO and ASF.

b. CRUISER / DESTROYER / ZUMWALT

- Leadership; DLCPO, LCPO, LPO, WCS, and Training Team Leader/Member.
- Qualifications; Qual/Cert QASO and Enlisted Warfare Specialist.
- Advanced Qualifications; (U/W) CSOOW, CSC, SUWC, ASUWC and ATTWO (I/P): SEWBC, Duty Section Leader, and ATTWO.

c. LITTORAL COMBAT SHIP

- Leadership; DLCPO, LCPO, LPO, WCS, and Training Team Leader/Member.
- Qualifications; Enlisted Warfare Specialist, MPC.
- Advanced Qualifications; (U/W) CSM/DSO (I/P): SEWBC, Duty Section Leader, CDO, and ATTWO (DSO, & CSM are similar watches, dependent on LCS hull variant).
* LCS uses a Train to Qualify (T2Q) concept, which can take up to 18 months. Sailors in T2Q sometimes receive "Not Observed" evaluations. T2Q time is considered as shore duty.

d. AMPHIBS

- Leadership; DLCPO, LCPO, LPO, WCS, and Training Team Leader/Member.



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- Qualifications; Qual/Cert QASO and Enlisted Warfare Specialist.
- Advanced Qualifications; (U/W) AWDC, CSOOW, ATTWO.
(I/P): Duty Section Leader, and ATTWO.

e. CVN

- Leadership; LCPO, LPO, WCS, and Training Team Leader/Member.
- Qualifications; Qual/Cert QASO and Enlisted Warfare Specialist.
- Advanced Qualifications; (U/W) ADWC, ATTWO, and CDCWO.
(I/P) SEWBC, Section Leader, and ATTWO.

f. Sub-Tender/ESB

- Leadership; LCPO, LPO, WCS, and Training Team Leader/Member.
- Qualifications; OOD in-port, Enlisted Warfare Specialist, Qual/Cert QASO.
- Advanced Qualifications; (U/W) ATTWO.
(I/P) SEWBC, Section Leader, and ATTWO.

2. NECC – Deployable NECC units deploy and operate in both large and small units of action which involves operating outside of the normal job scope of the GM rating. GMs will be expected to perform; armory operations, weapons classroom training, live fire weapons qualifications, High Value Unit support, Embarked Security, Harbor Defense/Port Security, transport demolition material/ordnance, and conduct VLS Expeditionary Reload (ERT) in austere environments to support Surface forces.

a. Maritime Expeditionary Security Group (MESG)

- Leadership; LCPO, LPO, and WCS.
- Qualifications: QUAL/CERT Board Member, Hazardous Declaration, Explosive Driver, and Enlisted Warfare Specialist (if offered).
- Advanced Qualifications; None.

b. Maritime Expeditionary Security Squadron (MSRON)/MESG FDNF Detachments

- a. Leadership; LCPO, LPO, WCS, and Training Team Leader/Member.
- b. Qualifications; QUAL/CERT Board Member, Hazardous Declaration, Explosive Driver, ESAMI, ROIC, RSO, and Enlisted Warfare Specialist.
- c. Advanced Qualifications.
MESF: Seaward Security Officer (SSO); BWC/ABWC (MOCWO/TOCWO), Mission Commander and Patrol Leader.

MESG FDNF: COG, TACSUP, and Mission Commander.

c. Maritime Expeditionary Security Group (MESG) Training and Evaluation Unit (TEU)

- Leadership; LCPO, LPO, and Training Team Leader/Member.
- Qualifications: QUAL/CERT Board Member, ESAMI, ROIC, and RSO.
- Advanced Qualifications; None.
* TEU conducts assessment and readiness training of MSRON units to meet the Fleet Readiness Training Plan (FRTP) in support of deployment readiness.

d. Naval Construction Group (NCG)/Naval Mobile Construction Battalion (NMCB)

- Leadership; LCPO, LPO, and WCS.
- Qualifications: QUAL/CERT Board Member (NCG 1 only), Hazardous Declaration, ACDO, Watchbill Coordinator (Section Leader), and Enlisted Warfare Specialist (NMCB only).
- Advanced Qualifications: MTS.

e. Explosive Ordnance Disposal Expeditionary Support Unit (EODESU)

- Leadership; LCPO, LPO, and WCS.



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- Qualifications: QUAL/CERT Board Member, Hazardous Declaration, ESAMI, and Enlisted Warfare Specialist (if offered).
- Advanced Qualifications: None.
*TEU conducts assessment and readiness training of EOD mobile units to meet the Fleet Readiness Training Plan (FRTP) in support of deployment readiness.

f. Explosive Ordnance Disposal Mobile Units (EODMU)/Mobile Diving Salvage Unit (MDSU)

- Leadership: LPO, and WCS.
- Qualifications: Hazardous Declaration, ESAMI, and Enlisted Warfare Specialist (if offered).
- Advanced Qualifications: None.

g. Navy Expeditionary Logistical Support Group (NAVELSG)/Navy Cargo Handling Battalion (NCHB)

- Leadership: LCPO, LPO, and WCS.
- Qualifications: QUAL/CERT Board Member, Hazardous Declaration, ESAMI, and Enlisted Warfare Specialist (if offered).
- Advanced Qualifications: MTS.

h. Navy Expeditionary Intelligence Command (NEIC)

- Leadership: LPO, and WCS.
- Qualifications: SAMI, ESAMI, and Enlisted Warfare Specialist (if offered).
- Advanced Qualifications: None.

3. Navy Special Warfare (NSW) – NSW commands differ depending on mission requirements. Gunner's Mate's assigned to NSW commands should expect to work outside of normal job scope dependent upon mission requirements. GMs will be expected to perform; armory operations, live fire weapons training/qualifications, and transport demolition material, hazmat, and ordnance. Sailors are expected to be readily deployable, have great work ethic, maturity, a sense of ownership, physical readiness, and a professional mindset to **support** NSW Operators.

a. NSW Groups ONE/TWO /FOUR/EIGHT/NSWC

- Leadership: Task Force Senior Enlisted Advisor, LCPO, and LPO.
- Qualifications: Hazardous material declaration/transport, SAMI, NSW Range Safety Officer (NSW RSO), NSW Range Officer in Charge (NSW ROIC) and Expeditionary Warfare Specialist, NSW Armorer, Ordnance Information System-Wholesale (OIS-W).
- Advanced Qualifications: Naval Special Warfare Combat Support NEC 837A or Combat Service Support NEC 854A and NSW Qual/Cert QA/SO.

b. Logistics Support Unit ONE/TWO/NSW Detachments

- Leadership; DLCPO, LCPO, LPO.
- Qualifications: Hazardous material declaration/transport, Coxswain, SAMI, NSW RSO, NSW ROIC and Expeditionary Warfare Specialist, Crew Served Weapons Instructor (CSWI).
- Advanced Qualifications: Naval Special Warfare Combat Support NEC 837A or Combat Service Support NEC 854A and NSW Qual/Cert QA/SO.

c. SEAL Delivery Vehicle Team ONE/TWO Logistics Support Unit EIGHT

- Leadership; DLCPO, LCPO, LPO, WCS.
- Qualifications: Hazardous material declaration/transport, Coxswain SAMI, CSWI, NSW RSO, NSW ROIC and Expeditionary Warfare Specialist, Coxswain.
- Advanced Qualifications: Surface Support Officer in Charge (SSOIC), Surface Support Petty Officer in Charge (SSPOIC), Naval Special Warfare Combat Support NEC 837A or Combat Service Support NEC 854A and NSW Qual/Cert QA/SO and QA/SO Board Member.



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- d. Special Reconnaissance Team ONE/TWO (SRT 1/2)
 - Leadership: LCPO, LPO.
 - Qualifications: Hazardous material declaration/transport, SAMI, NSW RSO, NSW ROIC, CSWI, and Expeditionary Warfare Specialist.
 - Advanced Qualifications: Naval Special Warfare Combat Support NEC 837A or Combat Service Support NEC 854A and NSW Qual/Cert QA/SO.
- e. Special Boat Team Twelve/Twenty/Twenty-Two (SBT-12/20/22)
 - Leadership: DLCPO, LPO, WCS.
 - Qualifications: Hazardous material declaration/transport, NSW RSO, NSW ROIC, SAMI, CSWI, and Expeditionary Warfare Specialist.
 - Advanced Qualifications: Naval Special Warfare Combat Support NEC 837A or Combat Service Support NEC 854A and NSW Qual/Cert QA/SO.
- f. Advanced Training Center Detachments
 - Leadership: LCPO, LPO.
 - Qualifications: Hazardous material declaration/transport, SAMI, NSW RSO, NSW ROIC, CSWI, and Expeditionary Warfare Specialist.
 - Advanced Qualifications: NSW Qual/Cert QA/SO.

4. NSW DEVGRU (specific) requires a special duty assignment, CNO Priority 1 MAJCOM that supports classified National System. These assignments are not advertised on My Navy Assignment since the Sailors are carefully recruited to ensure the command receives those with the highest work ethic, integrity, morality, maturity and physical readiness. Gunner's Mates assigned will work outside their job scope and are required to qualify in any trade/skill required by the command to support SPECWAR missions. These skill sets include but are not limited to: Coxswain/Crewman RHIB operation, safety swimmer, research and procurement of specialized equipment, manage facilities/construction projects, gun smith, carpentry, masonry, etc. Due to the sensitive and remote nature of the mission, increased responsibility, and independent leadership at all paygrades special consideration should be given to NSWDCG Sailors.

- a. DEVGRU
 - Leadership: GMs assigned to DEVGRU are expected to be autonomous leaders at every paygrade, work independently, make critical decisions, and integrate/deploy with SPECWAR units. Special screening process harvest the best suited GMs to be assigned to this highly arduous community.
 - Qualifications: Enlisted Warfare Specialist, QUAL/CERT QA/SO, SAMI, ESAMI, Explosive Drivers, Specialty training certificates (outside rating that support command mission). GM must be fully qualified in position to support command mission.
 - Advanced Qualifications; Naval Special Warfare Combat Support NEC 837A or Combat Service Support NEC 854A, Facilities Manager/Camp Commandant, ATO, Battle Watch Captain, J3 Chops, Duty Section Leader, SEWBC, and CDO. Batteries Release Authority LOD.

Advancement from E1 to E6

- 1. Shore/Sea Assignments
 - **Study** your rating instructions/publications, complete the GM Non-resident training course (NAVEDTRA 14324A), get qualified, work on evaluation progression and pass your rating knowledge exam.
 - Sustained superior performance is key in being advanced, either by passing the knowledge exam or Meritorious Advancement Program (MAP), your knowledge and practical application is an important part of the advancement process. This coincides with being the **GM Rating Technical Expert** and is critical in achieving your career milestones. Knowing your system means knowing the procedures for keeping systems and auxiliary equipment maintained.
 - Enlisted Leader Development Courses FLDC, ILDC and ALDC.



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Considerations for advancement from E6 to E7

1. Sea/Shore Assignments

- Leading Petty Officer (LPO) or Departmental LPO with tangible results (advancement, awards, retention, inspection results, etc.).
- Training Team Member/Leader with quantifiable results.
- **Fully qualified** at paygrade and qualified **Enlisted Warfare Qualification** at current and prior commands.
- Advanced qualifications/Watch stations.
- Sailor 360 involvement (facilitates training/events).
- Complete Primary Professional Military Education (PPME)
- Advanced Leader Development Course
- First Class Petty Officer Mess / Association (must have quantifiable impact for command, not just pay dues)

Considerations for advancement from E7 to E8

1. Sea/Shore Assignments

- Leading Chief Petty Officer (LCPO) or Departmental LCPO with tangible results (advancement, awards, retention, inspection results, etc.).
- Training Team Leader/Member with quantifiable results.
- **Fully qualified** at paygrade and qualified **Enlisted Warfare Qualification** at current and prior commands.
- Advanced qualifications/watch stations.
- Active Sailor 360 involvement and leading a committee.
- Chief Petty Officer Mess / Association (must have quantifiable impact for command, not just pay dues.).
- Chief Petty Officer Initiation involvement (Sponsor, committee leader/member, etc.) .

Consideration for advancement from E8 to E9

1. Sea/Shore Assignments

- Departmental LCPO/Senior Enlisted Leader with tangible results (advancement, awards, retention, inspection results, etc.).
- Training Team Leader/Member with quantifiable results.
- **Fully qualified** at paygrade and qualified **Enlisted Warfare Qualification** at current and prior commands.
- Advanced qualifications/watch stations.
- Active Sailor 360 involvement and leading a committee.
- GM Rating involvement (Selection board participation, AERR participation, rating review, etc.).
- Senior Enlisted Academy (SEA) graduate.
- Chief Petty Officer Mess / Association (must have quantifiable impact for command, not just pay dues.).
- Chief Petty Officer Initiation involvement (Sponsor, committee leader/member, etc.).

5. Acronyms:

ADWC – Air Defense Warfare Coordinator
AOIC - Assistant Officer in Charge
ASUWC – Anti-Submarine Warfare Coordinator
ATG - Afloat Training Group
ATS - Afloat Training Specialist
ATTT - Anti-Terrorism Training Team
ATTWO - Anti-Terrorism Tactical Watch Officer (Can be a U/W or Inport Qualification)
COG - Chief of the Guard
CRUDES - Cruisers and Destroyers
CSC - Combat Systems Coordinator
CSM - Combat Systems Manager (LCS even hull #)
CSF - Center for Security Forces



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CSRO – Combat Systems Readiness Officer
CSTT - Combat Systems Training Team
SCSTC - Surface Combat Systems Training Command
CSOOW - Combat System Officer of the Watch,
CSMC - Combat System Maintenance Central
CTT - Command Training Team
DCTT – Damage Control Training Team
DSO - Defensive Systems Operator (LCS odd hull #)
ESAMI - Expeditionary Small Arms Marksmanship Instructor
GCO - Gun Console Operator (MK-160)
GLO – Gun Liaison Officer (NSFS)
IMF - Intermediate Maintenance Facility
ITT - Integrated Training Team
LTF - Littoral Training Facility (LCSRON)
MESG - Maritime Expeditionary Security Group
MPC - Mission Package Coordinator (LCS)
MPCE - Mission Package Computing Environment (LCS)
MTS - Master Training Specialist
NECC - Navy Expeditionary Combat Command
NMC - Navy Munitions Command
NSW - Naval Special Warfare
NSWG – Naval Special Warfare Group
NSWC - Naval Surface Warfare Center
RDC - Recruit Division Commander
RMC - Regional Maintenance Center
SEA – Senior Enlisted Academy
SSO - Seaward Security Officer
SEWBC – Senior Enlisted Watchbill Coordinator
SCAT- Small Craft/Caliber Action Team
SRF - Ship Repair Facility
SSOIC – Surface Support Officer in Charge
STT – Seamanship training Team
SUWC - Surface Warfare Coordinator
TACSUP – Tactical Supervisor
TEU - Training and Evaluation Unit (NECC specific)
TSC - Training Support Center (LCS)
TSCE - Total Shipboard Computing Environment (LCS)
VBSS - Visit Board Search and Seizure
WCS - Work Center Supervisor
WTT - Weapons Training Team

6. NECs

716B – Advanced Undersea Lightweight Torpedo Maintenance Technician
717B – SAMI
718B – CSWI
725A – Combat Systems Senior Enlisted
775B – Expeditionary – Maritime Security
779B – 25MM MGS MK38 MOD Gun Weapons System Technician
787A – Naval Special Warfare Small Arms Organizational Level Maintenance Technician
804A – Antiterrorism TRASUP
804G – Expeditionary Force - Combat Skills
805A – Instructor
811A – 3M System Coordinator
814A – Ammunition Inventory Management Specialist (ASA)



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837A – Naval Special Warfare (Combat Support)
854A – Naval Special Warfare (Combat Service Support)
8MTS – Master Training Specialist
8SEA – Senior Enlisted Academy
8LDC – CPO Leadership Development Course
V25C – SVTT O&M Technician
V61B – MK46 Mod 2 GWS (LPD/DDG-1000) * MK50 GWS is LCS variant MK46 GWS, no NEC awarded
V62B – MK45 Mod 2 Maintenance Technician
V63B – MK45 Mod 4 Maintenance Technician
V64B – MK41 VLS BL V-VII Operation and Maintenance Technician
V65B – MK41 VLS BL III Operation and Maintenance Technician
V66B – MK41 VLS Advanced Technician (VAT)
V88B – LCS-1 (Freedom Variant) GM SAMI/CSWI/TRASUP
V95B – DDG-1000 ZUMWALT Class MK57 VLS Maintenance Technician
V96A – MK110 Mod 0 57MM Gun Mount Operator and Maintainer