



**MN CAREER PATH
(SW)**



Minemen (MN). MNs are technicians that are responsible for filling the billets of 5 ratings onboard Mine Warfare Platforms and Operational Ordnance Maintenance and Assembly facilities throughout the world. Minemen serve on MCM class ships, HM squadrons, and LCS MIW mission modules. Minemen fill the billets of BM, GM, MN, OS and STG ratings onboard the MCM platform. The Minemen rating is a sea intensive rate in junior paygrades (E1 – E4) balancing in the mid-pay grades (E6 - E7), this balance in the mid-pay grades is to support leadership needed at operational MOMAU's throughout the world.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
24-30	MNCM	21.3 Yrs	CMDCM	36	4 th Shore Tour Billet: ECM/TECHAD, Dept LCPO, CSEL Duty: NMC, SMWDC, COMOMAG, CNSS 5 Qualification: SEA, MPO, BWO/ABWO
20-24	MNCM MNCS	21.3 Yrs 16.3	CMDCS, CMDCM	36	4 th Sea Tour Billet: Dept LCPO, CSSEL Duty: MCM/LCS/EXMCM/EODMU, MCMRON 7, HM Squadron Qualification: SEA, MCM EVAL, EXUUV Supervisor, EXW, ABWO, Tactics Sup.
17-20	MNCM MNCS MNC MN1	21.3 Yrs 16.3 12.8 8.1	CWO, LDO, CMDCS, CMDCM	36	3 rd Shore Tour Billet: ECM/TECHAD, LCPO/SEL Duty: EODGRU, SMWDC, COMOMAG, NMC, BUPERS, MWTC, CNSS 5, EOD TEU, ATG Qualification: MTS, ATS, MPO/WPO, MAFL, ABWO, SEA
14-17	MNCS MNC MN1	16.3 Yrs 12.8 8.1	LDO, CWO, OCS, MECP, CMDCS, RDC, 3MC, Recruiting, Instructor	42	3 rd Sea Tour Billet: LCPO, CSSEL Duty: MCM/LCS/EXMCM/EODMU, MCMRON 7, MCMGRU 3, HM Squadron Qualification: CSSEL, JOOD, MCM EVAL, CICWO, EXUUV Supervisor, EXW, Tactics Sup, ABWO
11-14	MNCS MNC MN1	16.3 Yrs 12.8 8.1		36	2 nd Shore Tour Billet: Admin/Operational Staff, Instructor Duty: EODGRU, BUPERS, SMWDC, COMOMAG, CNSS 5, MCMRON 5 IMA, NMC, ATG, MWTC, EOD TEU Qualification: MTS, ATS, MPO/WPO, QA/SO, ABWO, MAFL, Team Lead



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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
8-11	MNC MN1 MN2	12.8 Yrs 8.1 4.0	LDO, OCS, MECP, RDC, 3MC, Recruiting, Instructor	48	2 nd Sea Tour Billet: Maintenance Technician, LPO Duty: MCM/LCS/EXMCM/EODMU, MCMRON 7, MCMGRU 3, HM Squadron Qualification: Tactics Sup, JOOD, CICWS/WO, ABWO, EAWS, EXW, MNT Sup, MK 18 Sup
5-8	MN1 MN2 MN3	8.1 Yrs 4.0 2.5	STA-21, OCS, MECP, RDC, Recruiter, Instructor	36	1 st Shore Tour Billet: Instructor, Admin/Operational Staff Duty: EODGRU, SMWDC, COMOMAG, CNSS 5, IMA, NMC, ATG, MWTC, EOD TEU, NMC Qualification: MTS, ATS, ABWO, MNT Sup, QA/SO
2-5	MN2 MN3	4.0 Yrs 2.5	STA-21, Naval Academy, NROTC	36	1 st Sea Tour Billet: Operator, Maintenance Technician Duty: MCM/LCS/EXMCM/EODMU, HM Squadron Qualification: CSOSS, DCPO, POOW, ESWS, EXW, EAWS, MK 18 FOS
1+/-	MN3 MNSN MNSA Accession Training	9 Months		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command

Notes:

1. "A" School required.
2. BUPERS tour as an Enlisted Community Manager or Enlisted Community Manager Technical Adviser are for high-performing E8s. It is a highly competitive tour requiring thorough understanding of the Rating and manning and manpower policies. ECMs handle multiple Ratings affecting thousands of Sailors, adjudicate Career Waypoints applications, develop and present advancement quotas, school quotas, accession and strength policies and initiatives for community health.
3. Tours at Littoral Combat Ship (LCS PRECOM) require special screening and have longer-than-normal training pipelines. Due to the unique and very specific billets LCS Sailors fill, they are often limited by billet and unable to earn the same qualifications that their counterparts earn on an MCM. Additionally, due to the delay in the delivery of LCS MCM Mission Package systems, Minemen currently aboard LCS are expected to qualify and perform in non-traditional core crew roles which should be viewed favorably. Furthermore, Sailors assigned to LCS before 2018 had more opportunities to qualify in LCS MCM watch stations. Whereas Sailors assigned after 2018 have had more opportunities to qualify in more core crew watch stations. **Any**



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qualification aboard LCS should be viewed favorably based on its complexity and having little to no LCS qualifications should be viewed negatively.

4. Tours at EOD Mobile Units have longer-than-normal training pipelines. Due to the unique and very specific billets ExMCM Sailors fill, they are often limited by billet and unable to earn the same qualifications that their counterparts earn on an MCM.
5. Minemen are expected to be masters in all areas of Mine Warfare first. Specifically, Sailors assigned to Avenger Class ships are expected to qualify in all available MCM watch stations and be experts in both CIC and Deck MCM operations. To be considered best and fully qualified, candidates **should** have documented performance in both Deck and CIC when assigned to MCM-1 Class ships.
6. Minemen are the Navy's experts in mine assembly and maintenance. Best qualified MNC/MNCS candidates should have completed NMC or COMOMAG tours. Favorable consideration shall be given to MNM candidates who have completed successful tours as a LCPO at a NMC and/or COMOMAG as a Mine Readiness Certification Inspection (MRCI) Inspector.
7. The MN rating comprises a broad spectrum of Mine Warfare commands and equipment, with a majority of them located in C3F, C5F, and C7F AOR's. If a candidate's record contains multiple or consecutive tours in a particular geographic location, it should not be viewed negatively, provided the candidate has progressed in billet complexity, professional development, and leadership responsibility. Likewise, those candidates who have demonstrated the ability to succeed in challenging assignments in diverse geographic locations, particularly overseas, may be viewed positively. Due to limited manning onboard most MCM platforms, any out-of-rate qualifications should also be seen favorably.
8. Overseas assignment eligibility is a rating entry requirement for Minemen and **shall** be maintained throughout their career. Minemen in all paygrades should be ready to serve in Forward Deployed Naval Forces (FDNF) commands in Fifth and Seventh Fleet. These FDNF billets are abundant and are typically hard to fill. Favorable consideration should be given to those who have completed an overseas assignment and remain overseas assignable.
9. Chief and Senior Chief Minemen completing a tour at any EOD Mobile Unit **should** earn NEC 757B (UUV Supervisor) following the completion of a 24 month Optimized Fleet Response Plan cycle.
10. Warfare Specialist qualifications are available throughout the MN Community. Best and fully qualified candidates **should** be warfare qualified at every opportunity.

Considerations for advancement from E6 to E7

1. Best and fully qualified candidates **should** have completed at least a 24-month sea or shore tour as a division or platoon LPO. Additional qualifications include:

Sea Assignments by Type of Command (not in priority order):

a. Best qualified E6 to E7 attributes include:

1. **All Sea Commands**
 - LPO
 - Command Collateral Duties with documented impact
 - Warfare qualification board member
 - FCPOA/Sailor 360 involvement
 - Section Leader/Assistant Section Leader/Watchbill Coordinator
 - PQS/RRL/Occupational Standards Review workshops



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2. **Onboard Avenger Class MCM ship**
 - CIC Watch Officer
 - MIW Planner (NEC 783B)
 - Minesweeping Safety Observer
 - MNS Safety Observer
 - Deck Safety Observer
 - Training Team Member
 - Qualification/Certification board member
 - Antiterrorism Tactical Watch Officer

 3. **Onboard LCS MCM Ships**
 - MIW Planner (NEC 783B)
 - LCS Mission Planner
 - JOOD
 - Combat Systems Manager (CSM)/Defensive Systems Operator (DSO)
 - Tactical Communicator (TAC)/Force Net Supervisor (FNS)
 - Mission Bay Safety Observer/Waterborne Mission Zone Safety
 - Landing Signalman Enlisted
 - Training Team Member
 - Qualification/Certification board member
 - Participation in LCS MCM Mission Package System Development and Testing
 - Antiterrorism Tactical Watch Officer

 4. **Onboard Helicopter Mine Countermeasures Squadrons**
 - Tactics Supervisor

 5. **Onboard EODMU/MDSU**
 - UUV Supervisor
 - PMA Supervisor
 - HRST/C Master
 - UUV Board Member

 6. **Onboard MCMRON and MCMDIV Staffs**
 - Assistant BWO/Assistant BWC
- b. Fully qualified E6 to E7 attributes include:**
1. **All Sea Commands**
 - WCS
 - Command (Assistant) or Department/Division Collateral Duties with documented impact
 - FCPOA/Sailor 360 involvement

 2. **Onboard Avenger Class MCM ship**
 - CIC Watch Supervisor
 - Minesweeping POIC
 - Sea and Anchor POIC
 - Rig Captain
 - Sonar Sup

 3. **Onboard LCS MCM Ships**
 - Mission bay/Waterborne Mission Zone POIC
 - Sea and Anchor POIC
 - Flight Deck Crew



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4. **Onboard EODMU/MDSU**
 - MK 18 Mod 1 and Mod 2 UUV Operator
 - Small Boat Coxswain
 - Basic Roper
 - Expeditionary Combat Skills
 - 20K Forklift Qualification
 - 15 Ton Stake Truck Qual
 - MK 18 FOS UUV maintenance/operation (NEC 799B)

Shore Assignments by Type of Command (not in priority order):

a. Best qualified E6 to E7 attributes include:

1. **All Shore Commands**
 - LPO
 - Command Collateral Duties with documented impact
 - FCPOA/Sailor 360 involvement
 - CDO/ACDO, SDO/ASDO
 - Off-Duty Education
 - PQS/RRL/Occupational Standards Review workshops
2. **Onboard Training Commands**
 - Instructors at NETC (MWTC, LTF) should earn MTS
 - Instructors at ATG Should earn ATS
 - Training Team Leader
 - Course Supervisor
3. **Onboard SMWDC MIW Det**
 - Advanced MIW Evaluator Instructor
 - Integrated Mine Countermeasures Course (IMC) Mentor/Assessor
4. **Onboard COMOMAG**
 - MRCI Inspector
5. **Onboard NMC Units**
 - Quality Assurance Safety Observer (QA/SO)
 - Qualification/Certification board member

b. Fully Qualified E6 to E7 attributes include:

1. **All Shore Commands**
 - WCS (Department/Division/Platoon)
 - Command (Assistant) or Department/Division Collateral Duties with documented impact
 - FCPOA/Sailor 360 involvement
 - Section Leader (Assistant)/Watchbill Coordinator
2. **Onboard Training Commands**
 - Instructor
 - Instructors at Non-NETC/ATG Commands should earn MTS/ATS if available
 - Course Manager
 - Team Member



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3. **Onboard SMWDC MIW Det**
 - MIW Data Collector
4. **Onboard NMC Units**
 - MK 62/63/65/67/68 Team Leader (TL)
 - Explosive Driver
 - Forklift Operator

Considerations for advancement from E7 to E8

1. Best and fully qualified candidates should have completed a tour of at least 24 months as a division or platoon LCPO at sea, shore or staff assignments. Additional favorable qualifications include:

Sea Assignments by Type of Command (not in priority order):

a. Best qualified E7 to E8 attributes include:

1. **All Sea Commands**
 - LCPO
 - Rating Lead
 - Command Collateral Duties with documented impact
 - Warfare qualification board member
 - CPOA/CPO Season involvement
 - Command Duty Officer/Section Leader/SEWBC
 - PQS/RRL/Occupational Standards Review workshops
2. **Onboard Avenger Class MCM ship**
 - Should Qualify as MCM Evaluator
 - OOD Underway looked upon favorably
 - Training Team Lead/Coordinator.
 - Antiterrorism Tactical Watch Officer
3. **Onboard LCS MCM Ships**
 - LCS MCM Evaluator
 - Tactical Action Officer looked upon favorably
 - JOOD
 - Mission Bay Control Officer/Waterborne Mission Zone Manager
 - Helicopter Control Officer
 - Training Team Lead
 - Qualification/Certification board member
 - 3M Assistant
 - Participation in LCS MCM Mission Package System Development and Testing
4. **Onboard Helicopter Mine Countermeasures Squadrons (HM15/HM14)**
 - Tactics Supervisor
5. **Onboard EODMU/MDSU**
 - UUV Supervisor
 - PMA Supervisor
 - HRST/C Master
 - UUV Board Member
6. **Onboard MCMRON and MCMDIV Staffs**
 - Battle Watch Officer (BWO)/Battle Watch Captain (BWC)



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b. Fully qualified E7 to E8 attributes include:

- 1. All Sea Commands**
 - Command (Assistant) or Department/Division Collateral Duties with documented impact
 - CPOA/CPO Season involvement

- 2. Onboard Avenger Class MCM ships**
 - CIC Watch Officer
 - MIW Planner (NEC 783B)
 - Minesweeping Safety Observer
 - MNS Safety Observer
 - Deck Safety Observer
 - Minesweeping CPOIC
 - Training Team Member

- 3. Onboard LCS MCM Ships**
 - MIW Planner (NEC 783B)
 - LCS Mission Planner
 - JOOD
 - Combat Systems Manager (CSM)/Defensive Systems Operator (DSO)
 - Tactical Communicator (TAC)/Force Net Supervisor (FNS)
 - Mission Bay Safety Observer/Waterborne Mission Zone Safety
 - Landing Signalman Enlisted
 - Training Team Member
 - Qualification/Certification board member
 - Participation in LCS MCM Mission Package System Development and Testing
 - Antiterrorism Tactical Watch Officer

- 4. Onboard EODMU/MDSU**
 - MK 18 Mod 1 and Mod 2 UUV Operator
 - Small Boat Coxswain
 - Basic Roper
 - Expeditionary Combat Skills
 - MK 18 FOS UUV maintenance/operation (NEC 799B)

Shore Assignments by Type of Command (not in priority order):

a. Best Qualified E7 to E8 attributes include:

- 1. All Shore Commands**
 - LCPO
 - Senior Enlisted Academy
 - Command collateral duties with documented impact
 - Warfare qualification board member
 - CPOA/CPO Season involvement
 - Command Duty Officer/Section Leader/SEWBC
 - PQS/RRL/Occupational Standards Review workshops
 - Off duty education

- 2. Onboard Training Commands**
 - Rating Lead (Non- Instructor)
 - LCPO
 - Instructors at NETC (MWTC, LTF) should earn MTS



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- Instructors at ATG Should earn ATS
 - Training Team Leader
3. **Onboard SMWDC MIW Det**
- Assistant Battle Watch Officer (ABWC)
 - SWATT Team Member
4. **Onboard NMC Units**
- Mine Production Officer
 - Qualification/Certification board member

b. Fully Qualified E7 to E8 attributes include:

1. **All Shore Commands**
- LCPO
 - Command (Assistant) or Department/Division Collateral Duties with documented impact
 - CPOA/CPO Season involvement
2. **Onboard Training Commands**
- Instructor
 - Non-NETC/ATG Commands should earn MTS/ATS if available
 - Course Supervisor
 - Team Member
3. **Onboard SMWDC MIW Det**
- Advanced MIW Evaluator Instructor
 - Integrated Mine Countermeasures Course (IMC) Mentor/Assessor
 - MIW Data Collector
4. **Onboard COMOMAG**
- MRCI Inspector
5. **Onboard NMC Units**
- Quality Assurance Safety Observer (QA/SO)

Considerations for advancement from E8 to E9

1. Due to limited MNMCM billets, candidates must be able to serve overseas. Favorable consideration should be given to those who have completed an overseas tour of at least 18 months in a leadership role (LCPO).
2. MNMCM candidates must have a strong knowledge of mine assembly and maintenance. For that reason, ideal candidates **should** have completed a successful tour as a LCPO at a NMC mine shop and/or COMOMAG, as a Mine Readiness Certification Inspection (MRCI) Inspector.
3. LCS and EODMU qualifications are driven by the billet assigned and may not be available due to billeting constraints. MCM class ships and ExMCM companies typically have only two Senior Chiefs stationed onboard. Normally this will be the CMDCS and the MNCS. LCS Class ships normally have three Senior Chief Billets, the CMDCS, MNCS, and Top Snipe. This should be given consideration while comparing candidates. Additional favorable qualifications include:

Sea Assignments by Type of Command (not in priority order):

- a. Best qualified E8 to E9 attributes include:**



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1. **All Sea Commands**
 - SEL
 - LCPO (Department, Company, Platoon)
 - Should be a Senior Enlisted Academy Graduate (NEC 8SEA)
 - Command Collateral Duties with documented impact
 - Warfare qualification board member/chair.
 - CPOA/CPO Season involvement
 - Command Duty Officer
 - PQS/RRL/Occupational Standards Review workshops

2. **Onboard Avenger Class MCM ship**
 - Should qualify as MCM Evaluator
 - Should qualify CICWO
 - Should qualify ATTWO
 - Command Duty Officer
 - OOD Underway looked upon favorably

3. **Onboard LCS MCM Ships**
 - LCS MCM Evaluator
 - Tactical Action Officer looked upon favorably
 - JOOD
 - Mission Bay Control Officer/Waterborne Mission Zone Manager
 - Helicopter Control Officer
 - Training Team Lead
 - Qualification/Certification board member
 - 3M Assistant
 - Participation in LCS MCM Mission Package System Development and Testing

4. **Onboard Helicopter Mine Countermeasures Squadrons (HM15/HM14)**
 - Tactics Supervisor

5. **Onboard EODMU/MDSU**
 - UUV Board Chairman
 - UUV Supervisor
 - PMA Supervisor
 - HRST/C Master

6. **Onboard MCMRON and MCMDIV Staffs**
 - Battle Watch Officer (BWO)/Battle Watch Captain (BWC)

b. Fully qualified E8 to E9 attributes include:

1. **All Sea Commands**
 - Command (Assistant) or Department/Division Collateral Duties with documented impact
 - CPOA/CPO Season involvement

2. **Onboard Avenger Class MCM ships**
 - CIC Watch Officer
 - MIW Planner (NEC 783B)
 - Minesweeping Safety Observer
 - MNS Safety Observer
 - Deck Safety Observer
 - Minesweeping CPOIC



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- Training Team Training Team Lead
 - Antiterrorism Tactical Watch Officer
3. **Onboard LCS MCM Ships**
- MIW Planner (NEC 783B)
 - LCS Mission Planner
 - JOOD
 - Combat Systems Manager (CSM)/Defensive Systems Operator (DSO)
 - Tactical Communicator (TAC)/Force Net Supervisor (FNS)
 - Mission Bay Safety Observer/Waterborne Mission Zone Safety
 - Landing Signalman Enlisted
 - Training Team Member
 - Qualification/Certification board member
 - Participation in LCS MCM Mission Package System Development and Testing
 - Antiterrorism Tactical Watch Officer
4. **Onboard EODMU/MDSU**
- MK 18 Mod 1 and Mod 2 UUV Operator
 - Small Boat Coxswain
 - Basic Roper
 - Expeditionary Combat Skills
 - MK 18 FOS UUV maintenance/operation (NEC 799B)

Shore Assignments by Type of Command (not in priority order):

a. Best Qualified E8 to E9 attributes include:

1. **All Shore Commands**
 - SEL
 - LCPO
 - Should be a Senior Enlisted Academy graduate (NEC 8SEA)
 - Command collateral duties with documented impact
 - Warfare qualification board member
 - CPOA/CPO Season involvement
 - Command Duty Officer/Section Leader/SEWBC
 - PQS/RRL/Occupational Standards Review workshops
 - Off duty education
2. **Onboard Training Commands**
 - Rating Lead (Non- Instructor)
 - Instructors at NETC (MWTC, LTF) should earn MTS
 - Instructors at ATG should earn ATS
 - Training Team Leader
3. **Onboard SMWDC MIW Det**
 - Assistant Battle Watch Officer (ABWC)
 - SWATT Team Member
4. **Onboard COMOMAG**
 - MRCI Inspector
5. **Onboard NMC Units**
 - Mine Production Officer



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- Qualification/Certification board member

b. Fully Qualified E8 to E9 attributes include:

- 1. All Shore Commands**
 - LCPO
 - Command (Assistant) or Department/Division Collateral Duties with documented impact
 - CPOA/CPO Season involvement
- 2. Onboard Training Commands**
 - Instructor
 - Non-NETC/ATG Commands should earn MTS/ATS if available
 - Course Supervisor
 - Team Member
- 3. Onboard SMWDC MIW Det**
 - Advanced MIW Evaluator Instructor
 - Integrated Mine Countermeasures Course (IMC) Mentor/Assessor
 - MIW Data Collector
- 4. Onboard NMC Units**
 - Quality Assurance Safety Observer (QA/SO)

Other Qualifications

- a. Other qualifications you may see in a Minemen record, which should be viewed favorable though not all may have had the opportunity to achieve.**
 - Command Career Counselor
 - Legal Officer
 - CMAA
 - Antiterrorism Officer
 - 3MC
 - Recruit Division Commander
 - Recruiter
 - MICP Coordinator
 - Range Safety Officer
 - SAMI/CSWI
 - AT-TRASUP
 - Warfare Program Coordinator
 - DCTT Lead/Coordinator/Member
 - GFE
 - Fire Marshal
 - Enlisted Leader Development Instructor
- b. Leadership naming convention on evaluations at Mine Warfare commands is as follows: (Priority order)**
 - Senior Enlisted Leader
 - Department/Company LCPO
 - Division/Platoon LCPO/3MC
 - Division/Platoon LPO
 - Instructor
 - Division/UMS CPO
 - Work Center Supervisor
 - Maintenance Technician/Operator