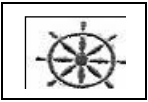


**QM CAREER PATH  
(SW)**



Quartermasters (QM). QMs assist the Officer of the Deck and Navigator in all methods of navigation on the bridge aboard ship. They are responsible for the safe navigation of the ship, reliable communication with other vessels and shore stations, and the monitoring and recording of weather. In addition, they maintain ECDIS-N systems, charts, visual signaling instruments, weather monitoring equipment, and records for the ship's log. No two QMs will have the same career pattern; however, on average, the successful QM will complete these career milestones in about the same sequence indicated.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	QMCM	21.3 Yrs	CSEL, Enl Comm Mgr, Senior Enl Academy	36	4 <sup>th</sup> Shore Tour Billet: ECM, Admin/Operation Staff, LCPO. (Navigation Evaluator qualified with W12A NEC). Duty: BUPERS, Instructor, Overseas. Qualification: CSEL, SEA
23-26	QMCM QMCS	21.3 Yrs 16.8	CSEL, CMC/CSC	48	4 <sup>th</sup> Sea Tour Billet: Dept LCPO. Duty Duty: Dept LCPO CVN/LHA/LHD ( Navigation Evaluator qualified with W12A NEC)., Afloat Staff W12A Qualified, TYCOM Qualification: CSEL, SEA
20-23	QMCS QMC	16.8 Yrs 12.1	CWO, CSEL, RDC, Recruiting	36	3 <sup>rd</sup> Shore Tour Billet: Admin/Operation Staff, LCPO. Duty: Instructor, W12A NEC Qualified ,Overseas, Port Operations. Qualification: MTS, Harbor Pilot, Tugmaster, CSEL
16-20	QMCS QMC	16.8 Yrs 12.1	LDO, CWO, OCS, MECP, CSEL, RDC, Recruiting, Instructor	48	3 <sup>rd</sup> Sea Tour Billet: Billet: Dept/Div LCPO, ANAV (Navigation Evaluator qualified with W12A NEC). Duty: Ship, Afloat Staff W12A LCAC Craft Master, Navigation Assessor, LCAC Craftmaster. Qualification: NTT, CSEL
12-16	QMC QM1	12.1 Yrs 8.1		36	2 <sup>nd</sup> Shore Tour Billet: Admin/Operational Staff. Duty: Instructor, Overseas, Port Operations. Qualification: MTS, Tugmaster, Harbor Pilot.



**QM CAREER PATH  
(SW)**



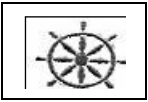
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
8-12	QM1 QM2	8.1 Yrs 3.6 Yrs	LDO, CWO, OCS, MECP, CSEL, RDC, Recruiting, Instructor	60	2 <sup>nd</sup> Sea Tour Billet: LPO W13A. .Duty: Ship, Craft Unit. Qualification: OOD, JOOD, LCAC Navigator, QMOW
4-8	QM2 QM3	3.6 Yrs 1.8	STA-21, OCS, MECP, RDC Recruiting, Instructor.	36	1 <sup>st</sup> Shore Tour Billet: Admin/Operational Staff. Duty: Instructor, Recruiting, RDC, Physical Security. Qualification: MTS
1-4	QM3 QMSN	1.8 Yrs 0.5	Naval Academy, NROTC	54	1 <sup>st</sup> Sea Tour Billet: Operator. Duty: Ship. Qualification: QMOW, Master Helmsman
1+/-	QM3 QMSN QMSA 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 is required.
2. SURFNAV Course of Instruction (NEC W12A) is required for advancement from E8 to E9 (Ref SURFACE NAVIGATOR/ ASSISTANT NAVIGATOR COURSE OF INSTRUCTION).
3. Successful completion of SURFNAV course (W12A NEC) will be looked upon favorably for advancement from E-6 to E-7.
4. LCAC Navigator and Craftmaster is a special program that requires an arduous and extended training program to qualify, with billets that have increased responsibility. Sailors performing in this duty (E6-E7) must have the LCAC Navigator NEC to be fully qualified and LCAC Craftmaster NEC to be best qualified.
5. Tour at BUPERS 3 as an Enlisted Community Manager (ECM) are for high-performing E8s or E9s. It is a highly competitive tour requiring thorough understanding of the Rating and manning and manpower policies. ECMs handle multiple Ratings affecting tens of thousands of Sailors, adjudicate Career Waypoints applications, develop and present advancement quotas, school quotas, accession and strength policies and initiatives for community health. Special consideration should be taken if SCVM is fulfilling and has documented performance in this position.

**Consideration for advancement from E6 to E7**

1. Sea Assignments (all)
  - Successful LPO tour. \*\*\*Navigation Evaluator with W12A NEC\*\*\*
  - W13A QM Journeyman NEC
  - Afloat Staff Duty W12A qualified
  - LCS/MCM/PC: CONN, JOOD
  - LCAC, LCU: Navigator



## QM CAREER PATH (SW)



- MSRON and MESHG: MK VI Coxswain
- Pre-Commissioning Unit
- Have Primary Warfare (ESWS) and available Platform Specific Warfare
- OOD I/P
- STT or other Training Team member
- Command/ Asst Command Collateral with documented performance (ie: ACFL, Heritage/Multicultural committee)
- FCPOA involvement
- Sailor 360 involvement
- Watchbill Coordinator
- WCS and/or Dept 3MA

### 2. Shore Assignments (all)

- Detailer
- Training Teams (ATG/NFMT)
- Instructor Duty (MTS completion)
- RDC (MTS completion)
- ATG (ATS/MTS completion)
- Brig Duty
- Overseas Port Operations
- Port Operations LPO
- MESRON TEU
- 

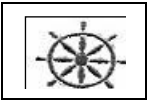
### Considerations for advancement from E7 to E8

#### 1. Sea Assignments (all)

- Successful Division or Department LCPO tour
- Navigation Evaluator with W12A NEC
- Afloat Staff Duty W12A qualified
- LCS JOOD / W12A
- LCAC, LCU: Craftmaster
- MSRON and MESHG: Patrol Leader
- Qualified OOD(I/P), Section leader, and other outside the normal scope (ie: ATTWO)
- Have at least one warfare pin
- Other Training Team Member DCTT, ATTT, CSTT, ATPFP etc...
- SEA Graduate
- STT and/or SNTT Coordinator or Lead
- Command Collateral with documented performance (CFL, CMEO, CFS, DAPA, Mentorship, Sponsor)
- CPO/CPOA involvement
- Sailor 360 involvement
- Section Leader
- ANAV qualified

#### 2. Shore Assignments (all)

- Navigation Evaluator qualified with W12A NEC
- Instructor Duty W12A/MTS
- LCPO QM "A" School W12A
- RDC (MTS completion)
- ATG/NFMT (ATS/MTS completion)
- TYCOM W12A
- BRIG DUTY
- Talent Scout/Recruiting Duty



## QM CAREER PATH (SW)



- Should be CDO/SDO Qualified
- RDC (MTS Completion)
- Detailer
- Sailor 360 involvement

### Considerations for advancement from E8 to E9

#### 1. Sea Assignments (all)

- Successful Department LCPO tour CVN/LHD/LHA
- Navigation Evaluator qualified with W12A NEC required
- Senior Enlisted Watchbill Coordinator
- STT Leader / Coordinator
- Training Team Member DCTT, CSTT, ATT, ATFPTT
- Section Leader, and other outside the normal scope (ie: ATTWO)
- Primary Warfare Device (ESWS) and available Platform Specific Warfare Device
- Command Collateral with documented impact (DAPA, CFL, CMEO, FAP, SAPR etc.)
- CPO Mess Leadership CPOA President, CPO Vice President, CPO Phase Two Chairman, CPO Phase Two Leadership Training/PT/Final Night Lead, CPO Training Lead
- Sailor 360 involvement
- Senior Watchbill Coordinator
- SEA Graduate

#### 2. Shore Assignments (all)

- Navigation Evaluator with W12A NEC
- Instructor Duty W12A/MTS
- LCPO QM "A" School W12A
- RDC (MTS completion)
- ATG/NFMT (ATS/MTS completion)
- TYCOM W12A
- LCPO/SEL at large training command
- Head Detailer/Special Programs/ECM Tech Ad
- Should be CDO/SDO Qualified
- RDC (MTS Completion)
- CPO Mess Leadership CPOA President, CPO Vice President, CPO Phase Two Chairman, CPO Phase Two Leadership Training/PT/Final Night Lead, CPO Training Lead
- Command Collateral with documented performance (DAPA, CFL, CMEO, FAP, SAPR etc.)
- CPO Mess Leadership CPOA President, CPO Vice President, CPO Phase Two Chairman, CPO Phase Two Leadership Training/PT/Final Night Lead, CPO Training Lead
- CDO/SDO Qualified