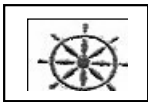


QM CAREER PATH (SW)



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.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	QMCM	21.1 Yrs	CSEL, Enl Comm Mgr, Senior Enl Academy	36	4 th Shore Tour Billet: ECM, Admin/Operation Staff, LCPO Duty: BUPERS, Instructor, Overseas Qualification: CSEL, SEA
23-26	QMCM QMCS	21.1 Yrs 17.8	CSEL, CMC/CSC	48	4 th Sea Tour Billet: Dept LCPO Duty: Dept LCPO CVN/LHA/LHD Navigation Evaluator/ANAV qualified with W12A NEC, Afloat Staff, TYCOM Qualification: CSEL, SEA
20-23	QMCS QMC	17.8 Yrs 12.3	CWO, CSEL, RDC, Recruiting	36	3 rd 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	17.8 Yrs 12.3	LDO, CWO, OCS, MECF, CSEL, RDC, Recruiting, Instructor	48	3 rd Sea Tour Billet: Billet: Dept/Div LCPO, Navigation Evaluator/ANAV qualified with W12A NEC Duty: Ship, Afloat Staff W12A LCAC Craft Master, Navigation Assessor, LCAC Craftmaster Qualification: NTT, CSEL
12-16	QMC QM1	12.3 Yrs 8.4		36	2 nd Shore Tour Billet: Admin/Operational Staff. Duty: Instructor, Overseas, Port Operations Qualification: MTS, Tugmaster, Harbor Pilot



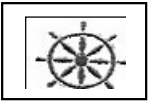
QM CAREER PATH (SW)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	QM1 QM2	8.4 Yrs 4.1 Yrs	LDO, CWO, OCS, MECP, CSEL, RDC, Recruiting, Instructor	60	2 nd Sea Tour Billet: LPO, Navigation Evaluator/ANAV qualified W12A Duty: Ship, Craft Unit Qualification: OOD, JOOD, LCAC Navigator, QMOW
4-8	QM2 QM3	4.1 Yrs 2.3	STA-21, OCS, MECP, RDC Recruiting, Instructor	36	1 st Shore Tour Billet: Admin/Operational Staff Duty: Instructor, Recruiting, RDC, Physical Security Qualification: MTS
1-4	QM3 QMSN	2.3 Yrs 0.9	Naval Academy, NROTC	54	1 st Sea Tour Billet: Operator Duty: Ship Qualification: QMOW, Master Helmsman
1+/-	QM3 QMSN QMSA Accession Training	2.3 Yrs		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. NEC Required: Successful completion of SURFNAV course (W12A NEC) required for advancement from E8 to E9.
3. NEC Required: Successful completion of SURFNAV course (W12A NEC) required for advancement from E7 to E8.
4. Successful completion of SURFNAV course (W12A NEC) will be looked upon favorably for advancement from E-6 to E-7.
5. Successful completion of SURFNAV course (W12A NEC) will be required for advancement from E-6 to E-7 for the FY-27 Board.
6. LCAC Navigator and Craftmaster is a special program that requires an extended training program to qualify. Sailors performing in this duty (E6 to E8) must have LCAC Navigator NEC to be qualified; LCAC Navigator/Craftmaster to be fully qualified and LCAC Navigator/ Craftmaster/ W12A NEC to be considered best and fully qualified.
7. NPC 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.



QM CAREER PATH (SW)



Consideration for advancement from E6 to E7

1. Sea Assignments (all)

- Successful LPO tour
- W13A QM Journeyman NEC
- Afloat Staff Duty
- LCS/MCM/PC: CONN, JOOD
- LCAC, LCU: Navigator
- MSRON and MESG: 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
- Navigation Assessor

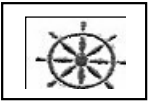
2. Shore Assignments (all)

- 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
- Navigation Assessor

Considerations for advancement from E7 to E8

1. Sea Assignments (all)

- Successful Division or Department LCPO tour
- Navigation Evaluator/ANAV qualified
- Afloat Staff Duty
- LCS JOOD
- LCAC, LCU: Craftmaster
- MSRON and MESG: Patrol Leader
- Qualified OOD (I/P), Section leader, and other outside the normal scope (ie. ATTWO)
- Have Primary Warfare (ESWS) and available Platform Specific Warfare device
- Other Training Team Member DCTT, ATTT, CSTT, ATFP 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
- Navigation Assessor



QM CAREER PATH (SW)



2. Shore Assignments (all)

- Instructor Duty (MTS completion)
- LCPO QM "A" School
- RDC (MTS completion)
- ATG/NFMT (ATS/MTS completion)
- TYCOM
- BRIG DUTY
- Talent Scout/Recruiting Duty
- Should be CDO/SDO Qualified
- RDC (MTS Completion)
- Detailer
- Sailor 360 involvement
- Navigation Assessor

Considerations for advancement from E8 to E9

1. Sea Assignments (all)

- Successful Department LCPO tour CVN/LHD/LHA
- Navigation Evaluator/ANAV qualified
- 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.)
- CPOA Cabinet, CPO Initiation Chairperson, CPOA Initiation Lead
- Sailor 360 involvement
- Senior Watchbill Coordinator
- SEA Graduate
- Navigation Assessor

2. Shore Assignments (all)

- Instructor Duty (MTS completion)
- LCPO QM "A" School
- RDC (MTS completion)
- ATG/NFMT (ATS/MTS completion)
- TYCOM
- LCPO/SEL at large training command
- Head Detailer/Special Programs/ECM Tech Ad
- Should be CDO/SDO Qualified
- RDC (MTS Completion)
- CPOA Cabinet, CPO Initiation Chairperson, CPOA Initiation 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
- Navigation Assessor