



DC CAREER PATH
(SW)



Damage Controlmen (DC). DCs are technicians that perform maintenance and repair of damage control equipment and systems; plans, supervise and perform tasks necessary for damage control, ships stability, preservation of watertight integrity, firefighting, chemical, biological and radiological warfare defense; instructs and coordinates damage control parties; instructs the technique of damage control, chemical, biological, and radiological defense, and prepares records and reports.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	DCCM	21.5 Yrs	CSEL	36	4 th Shore Tour Billet: CSEL, Dir. of Training, CNE Staff Advisor, ECM/TECHAD Duty: Schoolhouse, ATG, Dis. Prep Qualification: MTS, ATS, SEA
23-26	DCCM DCCS	21.5 Yrs 17.8	CSEL	48	4 th Sea Tour Billet: CSEL, DLCPO, 3MC, Inspector (INSURV) Duty: Ship/Squadron, INSURV Qualification: SW, AW, DCTT, 3MTT, U46A (Prog. Mgr.), 811A (3MC), SEA, 864A (INSURV)
20-23	DCCM DCCS DCC	21.5 Yrs 17.8 12.8	CWO, CSEL, Ceremonial Staff, RDC, Recruiter	36	3 rd Shore Tour Billet: CSEL, Battle Stations Duty: Schoolhouse, ATG, Dis. Prep., Recruiting, RTC, ECM/TECHAD Qualification: MTS, ATS, SEA, 756B (CBR), U46A (Prog. Mgr.), 805A (Instructor), 833A (Dis. Prep)
16-20	DCCS DCC DC1	17.8 Yrs 12.8 8.1	CWO, OCS, MECP, CSEL, Naval Academy, Ceremonial Staff, Corrections, DAPA, USS CONSTITUTION, SARP, RDC, Recruiter, INSURV	48	3 rd Sea Tour Billet: LPO, DLCPO, 3MC, Inspector (INSURV) Duty: Ship/Squadron/Afloat Staff/INSURV Qualification: SW, AW, DCTT, 3MTT, SEA, 756B (CBR), U46A (Prog. Mgr.), DCTT Coordinator, 811A (3MC), 864A (INSURV)



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12-16	DCC DC1	12.8 Yrs 8.1	OCS	36	2 nd Shore Tour Billet: Instructor, Battle Stations Duty: Schoolhouse, RTC, Recruiting, ATG Qualification: MTS, ATS, 756B (CBR), U46A, (Prog. Mgr.), 805A (Instructor), 833A (Dis. Prep.)
8-12	DCC DC1 DC2	12.8 Yrs 8.1 4.4	OCS	60	2 nd Sea Tour Billet: LPO, LCPO, 3MC Duty: Ship/Squadron/Afloat Staff Qualification: SW, AW, DCTT, 756B (CBR)
4-8	DC2 DC3	4.4 Yrs 2.7	STA-21, OCS, MECP	36	1 st Shore Tour Billet: RDC, Instructor, Recruiter Duty: Recruiting, RTC, Schoolhouse Qualification: MTS, ATS, 756B (CBR), 833A (Dis. Prep.)
1-4	DC2 DC3	4.4 Yrs 2.7	Naval Academy, NROTC, OCS	54	1 st Sea Tour Billet: Operator/Maintenance Duty: Ship Qualification: SW, AW, 756B (CBR)
1+/-	DC3 DCFN DCFA Accession Training	1.0 Yrs			Recruit Training and all schools required to be completed prior to reporting to their first operational command

Notes:

1. “A” School not required.
2. DC is a sea intensive rating (refer to Sea/Shore Flow front page).
3. DC are not required to hold a security clearance; however, there may be certain billets that may require a clearance.
4. In-rating Shore Duty is limited and is normally “A” or “C” School Instructors, ATG, RMCs/IMFs, or Disaster Preparedness/Emergency Management. Many Sailors can expect a tour in recruiting or as a Recruit Division Commander (RDC).
5. Sailor MUST qualify at the level of their respective paygrade to become “FULLY QUALIFIED.” It is highly recommended that DCs qualify at a higher paygrade, attain higher level of qualifications, and seek greater responsibilities at their command reaching “BEST QUALIFIED.” Commands are different in nature, mission, operational tasking, qualifications, equipment, etc. and should review considerations for advancement notes for each paygrade.
6. DCs assigned to billets that offer an Enlisted Warfare designation should attain the respective qualification and be qualified to their appropriate paygrade to be considered “FULLY before BEST QUALIFIED” at their current command.



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7. DCs assigned to Instructor Duty/ATG billets where ATS and MTS are offered should attain the respective qualification and be qualified to their appropriate paygrade to be considered “**FULLY before BEST QUALIFIED**” at their current command. It should not be seen as negative if the Sailor has not been onboard long enough to reach the qualification deadline.
8. Instructor Duty and Training Support Center billets can prevent a member from being in a leadership position. This fact is due to the command structure and the sheer number of Chief Petty Officer and First-Class billets at schoolhouses and Afloat Training Groups.
9. Tours at NPC (detailer) and BUPERS, RTC, OTC, and Naval Academy as a Recruit Division Commander require special screening, are highly competitive in nature and are high priority assignments.
10. A tour at BUPERS 3 as an Enlisted Community Manager or Enlisted Community Manager Technical Adviser is for high-performing E8s or E9s. It is a highly competitive tour requiring a 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, school, and accession quotas, and strength policies and initiatives for community health.
11. A tour at the Board of Inspection and Survey (INSURV) is for high-performing E8s only. Senior Chiefs assigned to INSURV serve as critical inspectors of the operational readiness and material condition of U.S. Navy vessels and units. This demanding role requires extensive travel, as they meticulously evaluate ships and shore activities worldwide. INSURV seeks the highest caliber of Senior Chiefs: those with exceptional technical expertise, unwavering integrity, and proven leadership.
12. In order to be the Senior DC on board a ship, NEC U46A (Senior Enlisted Damage Control Program Management and Training Specialist) must be attained.
13. The Littoral Combat Ship (LCS) uses a Train to Qualify (T2Q) concept. Sailors will be in a T2Q (ACC 106) status while they receive required platform specific training. The duration varies by community. Periodic and transfer evaluations while in T2Q will normally be “Not Observed” or lack competitive rankings. T2Q time does not count toward sea tour requirement. Sea shore flow may appear abnormal due to significant training time required. Unplanned losses may cause a Sailor to transfer from one crew to another crew and should not be seen as negative.
14. The considerations for advancements listed below for Chief, Senior Chief, and Master Chief 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 DCCM.
 - 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 platforms promote advancement based on the equipment and nature of their duties. Not all locations will have DC 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 rates) 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 and doing nothing with the qualification can be seen as a negative by the selection board. Example: If you are qualified as an EOOW three months prior to your transfer, what was done with the qualification? What impact did you have? Become **FULLY/BEST QUALIFIED** at the beginning of your tour and lead by example. Command impact is a key element when attaining qualifications and being selected for advancement.



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- 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. Inspection scores, your DC Organizations level of proficiency, how effective the DC programs are being managed & maintained, along with the operational readiness/material condition of shipboard DC Systems and equipment, 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, USMAP and enlisted leadership development courses through the Enlisted Leader Development Continuum (ELDC).

15. NEC information:

- a. 756B - Shipboard Chemical, Biological and Radiological-Defense (CBR-D) Operations and Training Specialist train and advises shipboard personnel on the integration of CBR-D doctrine into command organization and operations in addition to the necessary protective measures for defense against and recovery from shipboard chemical, biological, or radiological involvement. Supervise and perform operational procedures and organizational level maintenance on CBR-D detection, protection and removal equipment.
- b. U46A - Senior Enlisted Damage Control Program Management and Training Specialist performs managerial and safety supervisor functions in support of Damage Control (DC), Fire Fighting (FF), and Chemical, Biological, and Radiological-Defense (CBR-D) programs. Performs duties as the ship's DC, FF, and CBR-D subject matter expert. Responsible for shipboard DC/FF/CBR-D equipment maintenance. Troubleshoots installed firefighting systems. Assists the Damage Control Assistant in organizing and training the ship's damage control and firefighting teams. Plans and evaluates DC/FF/CBR-D exercises and performs as the ship's Assistant Gas Free Engineer.
- c. U46C – Damage Control (DC) Elite Firefighter performs as the ships Firefighting Tactics technical expert and serves as the Damage Control Training Team (DCTT) technical expert and lead trainer. Trains and advises shipboard personnel on detecting hazards, fire and damage control emergency management to include coordinating responses to fires, emergency response, human and group management, leadership and resource allocation to manage and prevent fires, rescue, hazardous materials, water resource training, procedural compliance, and structural safety.
- d. 809A - Command Climate Specialist serves as the Navy's trained experts on Equal Opportunity (EO) issues and policies to commanders, generally at the Echelon II and III staffs, Navy Personnel Command staff, Chief of Naval Education and Training staff, Navy Inspector General staff, Defense Equal Opportunity Management Institute staff, and various overseas and afloat commands. Provides briefings on all aspects of EO; facilitate various seminars and workshops; conducts EO portion of ISIC inspections of subordinate discrimination and sexual harassment complaints; provides guidance and training to Command Managed Equal Opportunity (CMEO) Managers; and participates in EO meetings, conferences, and seminars.
- e. 833A - Disaster Preparedness Operations and Training Specialist advise command on how to integrate into the normal command organization the functions necessary to prepare for, defend against, and recover from major accidents, natural and man-made disasters; assists in the coordination with local, civic authorities on disaster response operations; conducts training for nuclear, biological, and chemical (NBC) warfare defense to include hazard awareness, individual protection, decontamination, and mission restoration; performs organizational maintenance on NBC defense equipment; uses equipment complying with procedures required by Nuclear Regulatory Commission license.
- f. U16A - Shipboard Engineering Plant Program Manager administers, manages and evaluates shipboard engineering programs. Recognizes engineering systems and major components external to the propulsion plant, which comes under the cognizance of the Engineering Officer of the Watch (EOOW). Evaluates operating conditions and makes recommendations to the engineering officer.
- g. 864A – Board of Inspection and Survey (INSURV) Inspector identifies qualifications, skills and knowledge required to perform the duties and/or functions of an INSURV Inspector. Inspectors are required to remain current in their respective specialty areas by keeping pace with technological advancements, new initiatives and by attending or participating in additional technical briefings.



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16. Acronyms:

AIMD - Air Intermediate Maintenance Detachment
AT – Acceptance Trials
ATG - Afloat Training Group
ATS - Afloat Training Specialist
AQAO - Assistant Quality Assurance Officer
BCS – Ballast Console Supervisor (LHD/LPD/LSD)
BCO – Ballast Control Officer (LHD/LPD/LSD)
CAO - Chief Auxiliary Operator (CVN)
CBR - Chemical, Biological, and Radiological
CEW - Chief Electrical Watch (CVN)
CSEL - Command Senior Enlisted Leader
CNSG - Commander, Naval Surface Group
COW - Chief of the Watch (CVN)
CTF - Commander, Task Force
ECM/TECHAD - Enlisted Community Manager/ Technical Advisor
EXW - Enlisted Expeditionary Warfare Specialist
EDO - Engineering Duty Officer
EPCC - Electric Plant Control Console Operator
ETT - Engineering Training Team
EOOW - Engineering Officer of the Watch
FCT – Final Contract Trials
FRC - Fleet Readiness Center
IMA - Intermediate Maintenance Activity
IMF - Intermediate Maintenance Facility
INSURV – Board of Inspections and Survey
MAAR – Mission Area Annual Review
MAFL – Mission Area Functional Lead
MAWG – Mission Area Working Group
MTS - Master Training Specialist
NSW - Navy Special Warfare
PACC - Propulsion and Auxiliaries Control Console Operator
PVSA - Presidential Volunteer Service Award
QAS - Quality Assurance Supervisor
QAO - Quality Assurance Officer
RCO - Readiness Control Officer (LCS EOOW equivalent)
RMC - Regional Maintenance Center
SEPEC - Shipboard Engineering Plant Program Manager
TMIT - Type Commander Material Inspection Team



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Considerations for advancement from E6 to E7		
	Fully Qualified	Best Qualified
DDG/CG/ZUMWALT	RPL, Fire Marshal, DCPO, 3M WCS, ESWS, CCS Cold Iron, C&S Scene Leader	EDO, EOOW, ETT, MTT, 3MTT, GFEA, 3M LCPO/DIVO, DCTT Coordinator
CVN	RPL, Fire Marshal, DCPO, 3M WCS, ESWS, IEW	COW/EDO, ETT, MTT, 3MTT, 3M LCPO/DIVO, GFEA, DCTT Locker Leader, EAWS
LHA, LHD, LPD, LSD	RPL, Fire Marshal, DCPO, 3M WCS, ESWS, DCC Supervisor, Ballast Console Supervisor	ETT, MTT, 3MTT, 3M LCPO/DIVO, GFEA, DCTT Locker Leader (LHA/LHD), EAWS, Ballast Control Officer
LCS	RPL, Fire Marshal, DCPO, 3M WCS, ESWS, CCS Cold Iron, C&S Scene Leader	EDO, RCO, ETT, MTT, 3MTT, GFEA, 3M LCPO/DIVO, DCTT Coordinator
MCM	RPL, Fire Marshal, DCPO, 3M WCS, ESWS, DCTT Coordinator, CCS Cold Iron	EDO, EOOW, ETT, MTT, 3MTT, 3M LCPO/DIVO, GFEA
School House	MTS, all required course/facility JQRs	Course Manager/Supervisor/Lead, CCMM, Field Safety Chief, Structure Chief, Training Safety Officer
ATG	ATS, MTS, Team Member	Team Leader

1. Sea/Shore Assignments:

- a. Successful LPO tour at an operational command with tangible results (advancement, qualifications, awards, retention, inspection results, high level of DC organization proficiency, effective DC program management, high level of operational readiness/material condition of shipboard DC systems and equipment, etc.) is required to be **FULLY QUALIFIED**.
- b. Completion of the Advanced Leader Development Course (ALDC) is required to be **FULLY QUALIFIED**.
- c. Command level involvement:
 - Training Team Member/Leader/Coordinator with quantifiable results.
 - Collateral Duty Lead/Assistant Lead (CFL, UPC, DAPA, CRT, CTT, etc.) Break out if managing a command program with documented results.
 - Advanced qualifications and watch stations above paygrade/out of rate.
 - Sailor 360 involvement, preferably leading a committee, facilitating training/events.
- d. Active FCPOA involvement, documented successful impact as FCPOA Officer, documented mentoring of Sailors. Must have quantifiable impact for command.
- e. Professional/Personal Development: Military/College/Correspondence courses, PME/SEJPME, Navy COOL, USMAP and continued effort toward a degree.
- f. Attaining ATS/MTS where offered is required to be **FULLY QUALIFIED**. See note 7.

BEST QUALIFIED:

2. Meets **FULLY QUALIFIED** standard **AND** has a history of **sustained superior performance** defined as:

- a. Majority of Individual Trait Averages ABOVE RSCA.
- b. Hard and soft breakouts in traffic.
- c. Promotion recommendations trending right (P, MP, EP) consistently across multiple tours.
- d. Evaluations/Fitness reports must clearly document measurable impact with tangible results consistently across multiple tours highlighting the following: Advancements, qualifications, awards, retention, inspection results, high level of DC Organization proficiency, effective DC program management, high level of operational readiness/material condition of shipboard DC systems and equipment, etc.).



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Considerations for advancement from E7 to E8		
	Fully Qualified	Best Qualified
DDG/CG/ZUMWALT	DCTT Coordinator, EDO, 3M LCPO/DIVO, GFEA	3M D3MA, U46A, EOOW, 3MTT, ETT
CVN	DCTT Coordinator, COW/EDO, 3M LCPO/DIVO	3M D3MA, GFEA, U46A
LHA, LHD, LPD, LSD	3M LCPO/DIVO, DCTT Coordinator, GFEA, EDO	3M D3MA, U46A, EOOW, Ballast Control Officer, 3MTT, ETT
LCS	3MLCPO/DIVO, GFE, RCO/EDO	3M D3MA, U46A, ETT, MTT, 3MTT
MCM	DCTT Coordinator, GFEA, 3M LCPO/DIVO, EDO/EOOW	3M D3MA, U46A, GFE, 3MTT, ETT
School House	MTS, Field Safety Chief, Structure Chief	Course Manager/Supervisor/Lead, CCMM, Field Safety Chief, Structure Chief, Training Safety Officer
ATG	ATS, MTS, Team Leader	756B, U46A, MOB-D or DC-I SME MAFL/MAAR/MAWG Chair

1. Sea/Shore Assignments:
 - a. Successful Divisional LCPO/SEL tour at an operational command with tangible results (advancement, qualifications, awards, retention, inspection results, high level of DC organization proficiency, effective DC program management, high level of operational readiness/material condition of shipboard DC systems and equipment, etc.) is required to be **FULLY REQUIRED**; (LCS) DCA tour.
 - b. Fully qualified or requalified at paygrade and qualified Enlisted Warfare Qualification at current command.
 - c. Completion of the Chief Petty Officer Leader Development Course is required to be **FULLY QUALIFIED**.
 - d. Command level involvement:
 - Training Team Coordinator/Leader with quantifiable results.
 - Collateral Duty Lead/Assistant Lead (CFL, UPC, DAPA, CRT, CTT, etc.) Break out if managing a command program with documented results.
 - Command Facilitator (FLDC, ILDC, ALDC) and results documented.
 - Advanced qualifications and watch stations above paygrade/out of rate.
 - e. Active Mess/CPOA involvement, documented successful impact as CPOA Officer, documented mentoring of peers, Junior Officers and Sailors/Sailor 360 mentor. Must have quantifiable impact for command.
 - CPO Initiation involvement: Sponsor, Committee Chair/Co-Chair/Lead/Member.
 - f. DC Rating involvement (Selection board participation, AERR participation, rating review, etc.).
 - g. Professional/Personal Development: Military/College/Correspondence courses, PME/SEJPME, Navy COOL, USMAP, and continued effort toward a degree.
 - h. Attaining ATS/MTS where offered is required to be **FULLY QUALIFIED**. See note 7.

BEST QUALIFIED:

2. Meets **FULLY QUALIFIED** standard **AND** has a history of **sustained superior performance** defined as:
 - a. Majority of Individual Trait Averages **ABOVE RSCA**.
 - b. Hard and soft breakouts in traffic.
 - c. Promotion recommendations trending right (P, MP, EP) consistently across multiple tours.
 - d. Evaluations/Fitness reports must clearly document measurable impact with tangible results consistently across multiple tours highlighting the following: Advancements, qualifications, awards, retention, inspection results, high level of DC Organization proficiency, effective DC program management, high level of operational readiness/material condition of shipboard DC systems and equipment, etc.).



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Considerations from E8 to E9		
	Fully Qualified	Best Qualified
DDG/CG/ZUMWALT	DCTT Coordinator, 3M D3MA, EDO, GFEA	Dept LCPO, ETT, 3MTT, EOOW, U46A
CVN	DCTT Coordinator, COW/EDO, 3M D3MA	Dept LCPO, U46A, 3MTT, GFEA
LHA, LHD, LPD, LSD	DCTT Coordinator, 3M D3MA, Ballast Control Officer, GFEA	Dept LCPO, U46A, 3MTT, EOOW, ETT
LCS	3M D3MA, GFE, RCO/EDO	Dept LCPO, MTT, SEPEC (U16A), U46A, 3MTT, ETT
INSURV	JQR Qualified Inspector (Basic, Functional Area, Functional Area/Deck Lead, Ship Class Manager), Trials Inspector (FCT/AT), NEC 864A	JQR Qualified in all ENG functional areas (Aux/DC/Elec/Propulsion), Senior Engineer, Recorder
School House	MTS, Field Safety Chief, Structure Chief	Course Manager/Supervisor/Lead, CCMM, Field Safety Chief, Structure Chief, Training Safety Officer, Senior Enlisted Leader
ATG	ATS, MTS, Team Leader	LCPO/Senior Enlisted Leader

1. Sea/Shore Assignments:
 - a. Successful Departmental or Divisional LCPO tour at an operational command with tangible results (advancements, qualifications, awards, retention, inspection results, high level of DC organization proficiency, effective DC program management, high level of operational readiness/material condition of shipboard DC systems and equipment, etc.) is required for **FULLY QUALIFIED**. CSEL tour or serving as CMDCM/CMDCS or Senior Enlisted Leader with documented impact.
 - b. Senior Enlisted Academy (SEA) graduate (requirement FY 2026) to be **FULLY QUALIFIED**.
 - c. Fully qualified or requalified at paygrade and qualified Enlisted Warfare Qualification at current command.
 - d. Senior Enlisted Watch Bill Coordinator.
 - d. Command level involvement:
 - Training Team Coordinator/Leader with quantifiable results.
 - Collateral Duty Lead/Assistant Lead (CFL, UPC, DAPA, CRT, CTT, etc.) Break out if managing a command program with documented results.
 - Command Facilitator (FLDC, ILDC, ALDC, CPOLDC) and results documented.
 - e. Active Mess/CPOA involvement, documented successful impact as CPOA Officer, documented mentoring of peers, Junior Officers and Sailors/Sailor 360 mentor.
 - CPO Initiation involvement, Executive Chair, Committee Chair/Co-Chair.
 - f. DC Rating involvement (Selection board participation, AERR participation, rating review, etc.).
 - g. Professional/Personal Development: Military/College/Correspondence courses, PME/SEJPME, Navy COOL, USMAP and continued effort toward a degree.
 - h. Attaining ATS/MTS where offered is required to be **FULLY QUALIFIED**. See note 7.

BEST QUALIFIED:

2. Meets **FULLY QUALIFIED** standard **AND** has a history of **sustained superior performance** defined as:
 - a. Majority of Individual Trait Averages ABOVE RSCA.
 - b. Hard and soft breakouts in traffic.
 - c. Promotion recommendations trending right (P, MP, EP) consistently across multiple tours.
 - d. Evaluations/Fitness reports must clearly document measurable impact with tangible results consistently across multiple tours highlighting the following: Advancements, qualifications, awards, retention, inspection results, high level of DC Organization proficiency, effective DC program management, high level of operational readiness/material condition of shipboard DC systems and equipment, etc.).