



## HT CAREER PATH (SW)



Hull Maintenance Technician (HT). HTs plans, supervises and performs fabrication, installation and repair of all types of shipboard structures, plumbing and piping systems. Organizes, supervises and trains personnel in maintenance, welding repairs and compliance with Quality Assurance (QA) work package procedures and references. Issues supplies and repair parts, instructs on and enforces safety and security precautions. This is a sea centric rating.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
25-30	HTCM	21.3 Yrs	CSEL, SEA(Instructor)	36	4 <sup>th</sup> Shore Tour Billet: ECM/TECHAD, Training Manager, SWOS Advisor, Analyst Duty: BUPERS, SWSC, RMC, IMA/F Qualification: MTS, Repair Duty Chief, Repair Duty Officer, NEC 811A (3MC)
22-25	HTCM HTCS	21.3 Yrs 17.8	CSEL	36	4 <sup>th</sup> Sea Tour Billet: LCPO, 3MC Duty: Ship Qualification: 3MTT, DCTT, ITT, Repair Duty Chief, Repair Duty Officer, Chief of the Watch
19-22	HTCM HTCS HTC	21.3 Yrs 17.8 13.8	CWO, CSEL, DAPA, RDC, Recruiter	36	3 <sup>rd</sup> Shore Tour Billet: ECM/TECHAD, LCPO, Lead Instructor, Inspector, Trainer, 3MC, Ship Sup, NSW Duty: BUPERS, RTC, RMC, IMA/F, SWSC Qualification: Repair Duty Chief, Repair Duty Officer, MTS, NEC 811A (3MC), QAS
16-19	HTCS HTC HT1	17.8 Yrs 13.8 8.4	LDO, CWO, OCS	36	3 <sup>rd</sup> Sea Tour Billet: LCPO, LPO, Lead Technician, 3MC Duty: Ship, NSW Qualification: SW, AW, EXW, QAS, DCTT, 3MTT, Ballast Officer, Repair Duty Chief, Repair Duty Officer, Chief of the Watch Schools/NEC: U48A, U49A, U50A, U51A (NDT)



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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
13-16	HTC HT1	13.8 Yrs 8.4	LDO, CWO, Naval Academy, OCS, RDC, Recruiter	36	2 <sup>nd</sup> Shore Tour Billet: Instructor, Inspector, Trainer (Battle Station), LCPO/LPO, Ship Sup. Duty: SWSC, RMC, IMA/F, RTC, NRD, NPTU, NSW Qualification: MTS, Repair Duty Chief, Repair Duty Officer, NEC U47A (Shipfit), U48A, U49A, U50A, U51A (NDT), U52A (Pipefit), U53A (Adv. Weld), 805A (Instructor)
9-13	HT1 HT2	8.4 Yrs 4.1	STA-21, LDO, Naval Academy, OCS	40	2 <sup>nd</sup> Sea Tour Billet: LPO Duty: Ship, NSW Qualification: SW, AW, EXW, RDO, ERO, EPCC, EDO, EOOW, Repair Duty Chief, Chief of the Watch
6-9	HT1 HT2	8.4 Yrs 4.1	STA-21, LDO, Naval Academy, OCS	36	1 <sup>st</sup> Shore Tour Billet: RDC, Trainer (Battle Station), Recruiter, Instructor. Duty: RMC, IMA/F, RTC, NRD, SWSC, NSW Qualification: QAS, QAI, WCS, MTS, NEC U47A (Shipfit), U48A, U49A, U50A (NDT), U52A (Pipefit), U53A (Adv. Weld), 805A (Instructor)
2-6	HT2 HT3	4.1 Yrs 2.5	NROTC, STA-21, OCS	54	1 <sup>st</sup> Sea Tour Billet: Technician Duty: Ship Qualifications: 3M and QA (CRAFTSMAN), WCS, SW, AW
1+/-	HTFN HTFA Accession Training	1.1 Yrs			Recruit Training, "A" School

### Notes:

1. "A" school not required.
2. HT is a sea centric rating (refer to Sea/Shore Flow front page). HTs must have the ability to hold a security clearance.
3. In rating shore duty located at shipyards, IMA/RMCs and as "A" and "C" School Instructors. Out of rating shore duty is generally RDC, Recruiting duty, SPECWAR and/or 3MC.
4. Tours at NPC and BUPERS require screening.



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5. Tour at BUPERS-3 as an Enlisted Community Manager or Enlisted Community Manager Technical Adviser 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 thousands of Sailors, adjudicate Career Waypoints applications, develop and present advancement, school quotas, accession and strength policies and initiatives for community health.

6. NEC information:

a. U47A - NAMTS Shipfitter performs Navy Afloat Maintenance Training Strategy (NAMTS) intermediate-level maintenance procedures in fabricating and installing flat and/or complex metal forms in support of Fleet-directed requirements. Demonstrates knowledge of intermediate-level repair procedures, repair and maintenance standards, quality assurance specifications, and proper use of IMA industrial machinery. Award of this NEC is based on documented completion of Fleet-specified tasks for this skill and demonstration of advanced-level proficiency during hands-on training and production work as specified in the current Job Qualification Requirement (JQR).

b. U48A - VT, MT and PT NDT Inspector performs nondestructive tests using Visual, Magnetic Particle and Liquid Penetrant inspection methods in accordance with standards set forth in NSTM Chapter 074, Volume 2.

c. U49A - VT, MT, PT and RT NDT Inspector performs nondestructive tests using Visual, Magnetic Particle, Liquid Penetrant and Radiographic inspection methods in accordance with standards set forth in NSTM Chapter 074, Volume 2.

d. U50A - VT, MT, PT and UT Inspector performs nondestructive tests using Visual, Magnetic Particle, Liquid Penetrant and Ultrasonic inspection methods in accordance with standards set forth in NSTM Chapter 074, Volume 2.

e. U51A - Non-nuclear NDT Examiner performs supervisory level duties in the NDT field. Provides on the job training, examining, qualifying, and monitoring nondestructive test personnel. Develops and administers written and practical certification/recertification examinations in accordance with NSTM Chapter 074, Volume 2. Demonstrates strong technical competence and knowledge in the Visual Magnetic Particle, Liquid Penetrant, one or both Ultrasonic and Radiographic testing disciplines, and the applicable technical documents.

NEC code U51A is to be awarded upon successfully certifying as an Examiner in the VT, MT, PT and one or both UT and RT inspection methods for nonnuclear applications. Certification examinations shall be administered in accordance with NSTM Chapter 074, Volume 2. Applicant must have a minimum of one year as a HT-U49A and/or U50A and hold the rank of E-7 or above. **(Waivers may be granted for E-6 personnel provided all other prerequisites are met and waiver submitted IAW Chapter 074, Volume 2).** Personnel will retain previously earned Component NEC (U49A and/or U50A) upon being awarded NEC U51A.

f. U52A - NAMTS Pipefitter performs Navy Afloat Maintenance Training Strategy (NAMTS) intermediate-level maintenance procedures fabricating and installing piping in support of Fleet-directed requirements. Demonstrates knowledge of intermediate-level repair procedures, repair and maintenance standards, quality assurance specifications, and proper use of IMA industrial machinery. Award of this NEC is based on documented completion of Fleet specified tasks for this skill and demonstration of advanced-level proficiency during hands-on training and production work as specified in the current Job Qualification requirement (JQR).

g. U53A - Advanced Welder are qualified under NAVSEA 05 Technical Publication S9074-AQ-GIB-010/248, Requirements for Welding and Brazing Procedure and Performance Qualification, to perform categories A, B, C, D and E welds of NAVSEA 05 Technical Manual S9086-CH-STM-010/CH-074, Welding and Allied Process. NEC code U53A personnel in paygrades E7, E8 and E9 may be assigned as welding supervisors. There are few U53A billets for HTC/HTCS/HTCM; this NEC is mostly needed at the HT3 through HT1 level.

h. 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.



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### 7. Acronyms:

ATS – Afloat Training Specialist  
MTS – Master Training Specialist  
IMA – Intermediate Maintenance Activity  
IMF – Intermediate Maintenance Facility  
FRC – Fleet Readiness Center  
RMC – Regional Maintenance Center  
AIMD – Air Intermediate Maintenance Detachment  
NSW – Navy Special Warfare  
SDV – SEAL Delivery Vehicle  
DCS – Dry Combat Submersible  
DDS – Dry Deck Shelter  
EPCC – Electric Plant Control Console Operator  
PACC – Propulsion and Auxiliaries Control Console Operator  
QAS – Quality Assurance Supervisor  
QAI – Quality Assurance Inspector  
QAO – Quality Assurance Officer  
AQAO – Assistant Quality Assurance Officer  
DCCT – Damage Control Training Team  
ETT – Engineering Training Team  
CEW – Chief Electrical Watch (CVN)  
CAO – Chief Auxiliary Operator (CVN)  
EDO – Engineering Duty Officer  
ERO – Engine Room Operator  
COW – Chief of the Watch (CVN)  
RCO – Readiness Control Officer (LCS EOOW equivalent)  
EOOW – Engineering Officer of the Watch  
SEPEC – Shipboard Engineering Plant Program Manager  
RDO – Repair Duty Officer  
RDC – Repair Duty Chief  
BCO – Ballast Control Officer

### **Considerations for advancement from E6 to E7**

**NOTE:** Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) will be a prerequisite for advancement to E-6 and E-7 respectively, starting in calendar year 2025.

1. Candidates eligible for selection to HTC should have documented leadership as an LPO or leading significant programs within the command. They should have documentation reflecting Sailor impact and results from their direct leadership. Candidates need to show impact within the command without taking away from their primary duty. Top candidates should excel at difficult and challenging jobs with documented technical knowledge and success at their watch station, qualifications, warfighting readiness, and command accomplishments. Although duty type is important, what a member does at the command is equally important.

### 2. Sea Assignments (all)

- LPO at Sea/Operational/Joint/Ship Superintendent if assigned to a repair department
- Qualified EDO/EOOW/COW (CVN)/Non-Nuke EOOW (CVN) a plus, if assigned to an Engineering Department (not available on AS-class ships)
- Qualified Level 3 Command Examiner a plus
- Qualified Repair Duty Chief (RDC), Repair Duty Officer (RDO) a plus (if assigned to a Repair Department)
- Qualified Ballast Officer a plus (if assigned to an amphibious ship)
- Training Team (DCTT, ETT, etc.) member with documented impact



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- Qualified 3M 301-305
- QAS a plus, Senior Enlisted Damage Control (U46A) a plus
- At least one warfare pin
- Command or Assistant Command Collateral Duties with documented impact
- FCPOA involvement (leading a committee should be considered a plus)
- Sailor 360 involvement (leading a committee should be considered a plus)

### 3. Shore Assignments (all)

- Recruiting Duty (LPO a plus), RDC (w/MTS), ATG (w/ATS), Instructor Duty (805A) (MTS at all levels), TYCOM Staff/BUPERS, Expeditionary, SPECWAR, Disaster Preparedness operations team member
- LPO at Regional Maintenance Center or other shore-based repair activity
- Command or Assistant Command Collateral Duties with documented impact
- FCPOA involvement (leading a committee should be considered a plus)
- Sailor 360 involvement (leading a committee should be considered a plus)
- Completed PPME/JPME/SEJPME I/USMAP

### Considerations for advancement from E7 to E8

**NOTE:** Chief Petty Officer Leader Development Course (CPO-LDC) will be a prerequisite for advancement to E-8 commencing with the Fiscal Year 2026 Selection Board.

1. Candidates eligible for selection to HTCS should have documented leadership as an LCPO or other significant leadership positions, including leadership of peers. Their direct leadership should reflect Sailor success through selection as Command/Department SOQ/SOY, advancements, warfare qualifications, college enrollment, and USMAP certifications. Candidates need to show impact within the Hull Maintenance Technician community and the command without taking away from their primary duty. Top candidates should excel at difficult and challenging jobs with documented success at their watch station, qualifications, warfighting readiness, and command accomplishments.

### 2. Sea Assignments (all)

- LCPO/3MC/Ship Superintendent if assigned to a repair department
- Qualified EDO/COW (CVN), Non-Nuke EOOW (CVN), (EOOW a plus) if assigned to an Engineering Department (not available on AS-class ships)
- Qualified Repair Duty Chief (RDC), Repair Duty Officer (RDO) if assigned to a Repair Department
- Qualified Ballast Officer if assigned to an amphibious ship
- Level 3 Command Examiner a plus
- D3MA if assigned to a CVN a plus
- At least one warfare pin
- Training Team (DCTT, ETT, etc.) member with documented impact (Coordinator a plus)
- QAO/AQAO/QAI
- Sailor 360 involvement (leading a committee should be considered a plus)
- Demonstrate active participation in CPO Initiation (leading a committee should be considered a plus)
- CPOA involvement (leading a committee should be considered a plus)
- Command or Assistant Command Collateral Duties with documented impact
- Senior Enlisted Academy (SEA) a plus
- Completed PPME/JPME/SEJPME I and II/USMAP

### 3. Shore Assignments (all)

- Recruiting Duty (serving as LSO or DLCPO)/RDC (Obtained MTS)/ATG (obtained ATS/MTS)/TYCOM Staff/BUPERS/SPECWAR/Expeditionary/Rating Instructor (obtained MTS) (All screened billets)/FLC's (impact billet on the waterfront)/Disaster Preparedness operations team leader
- Sailor 360 involvement (leading a committee should be considered a plus)
- Demonstrate active participation in CPO Initiation (leading a committee should be considered a plus)
- CPOA involvement (leading a committee should be considered a plus)



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- Command or Assistant Command Collateral Duties with documented impact
- Senior Enlisted Academy (SEA) a plus
- Completed PPME/JPME/SEJPME I and II/USMAP
- Enlisted Leadership Development Facilitator (MTS not required)

### **Considerations for advancement from E8 to E9**

**NOTE:** Starting in Fiscal Year (FY) 2026, all U.S. Navy Active Duty, Training and Administration of the Reserves and Selected Reserve SCPOs will be required to complete the SEA in Newport, Rhode Island, or attend either the Air Force Senior Noncommissioned Officer Academy, Marine Corps Senior Enlisted Academy, Coast Guard Senior Enlisted Leadership Course, Army Sergeants Major Academy, or the Joint Special Operations Forces Senior Enlisted Academy in order to be eligible for advancement to MCPO.

1. Candidates eligible for selection to HTCM should have documented leadership as a Department LCPO, including leadership of CPOs and peers. Their direct leadership should reflect Sailor success as Command/Department SOQ/SOY selection, advancements, warfare qualifications, college enrollment, and USMAP certifications. Candidates need to show impact within the Hull Maintenance Technician community and the command without taking away from their primary duty. They should manage command level programs and major command collateral duties with success. Top candidates should excel at difficult and challenging jobs with documented success at their watch station, qualifications, warfighting readiness, and command accomplishments. Recommended to have completed the Senior Enlisted Academy.

#### 2. Sea Assignments (all)

- LCPO/3MC (DLCPO at sea a plus)
- Qualified EDO/EOOW/COW(CVN)/Non-Nuke EOOW (CVN) if assigned to an Engineering Department (not available on AS-class ships)
- Duty Section Leader (only available on AS-class ships should be considered a plus)
- At least one warfare pin
- Training Team (DCTT, ETT, etc.) member with documented impact (Coordinator a plus)
- QAO/AQAO
- Sailor 360 involvement (leading a committee should be considered a plus)
- Demonstrate active participation in CPO Initiation (leading a committee should be considered a plus)
- CPOA involvement (leading a committee should be considered a plus)
- Command Collateral Duties with documented impact
- Completed PPME/JPME/SEJPME I and II/USMAP
- Senior Enlisted Academy (SEA) a plus

#### 3. Shore Assignments (all)

- Served as SEL/DLCPO/3MC
- Recruiting Duty (serving as LSO or DLCPO)/RDC (Ship LCPO) (Fleet LCPO a plus)/ATG (obtained ATS/MTS)/TYCOM Staff/BUPERS/Military Postal Service/SPECWAR/Expeditionary/Rating Instructor (obtained MTS) (All screened billets)/FLC's (impact billet on the waterfront)/ASD
- Sailor 360 involvement (leading a committee should be considered a plus)
- Demonstrate active participation in CPO Initiation (leading a committee should be considered a plus)
- CPOA involvement (leading a committee should be considered a plus)
- Command Collateral Duties with documented impact
- Completed PPME/JPME/SEJPME I and II/USMAP
- Senior Enlisted Academy (SEA) a plus
- Enlisted Leadership Development Facilitator (MTS not required)