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NAVADMIN 142/25

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SUBJ/CALL FOR FISCAL YEAR 2027 COMMAND SENIOR ENLISTED LEADER SELECTION BOARD  
MEMBERSHIP AND APPLICATIONS//

REF/A/DOC/BUPERS/29MAR25//  
REF/B/DOC/OPNAV/16JUL21//

NARR/REF A IS BUPERSINST 1401.5D, SUPPLEMENTAL GUIDANCE FOR U.S.  
NAVY SELECTION BOARDS.  
REF B IS OPNAVINST 1306.2K, COMMAND SENIOR ENLISTED LEADER PROGRAM//

RMKS/1. This NAVADMIN announces guidance for Fiscal Year (FY) 2027 Command Senior Enlisted Leader Selection (CSEL) Board. The CSEL board consists of Command Master Chiefs (CMDCM) and Command Senior Chiefs (CMDCS). The deadline to apply for the CSEL program and to be considered by the board is 15 October 2025.

2. Board Membership. Members will be selected from within the Master Chief Petty Officer of the Navy leadership mess (Fleet Master Chiefs, Force Master Chiefs, and CMDCMs assigned to Flag or General Officers) and notified of their selection as a board member from Navy Personnel Command (PERS-8). Any board member who believes that he or she cannot, in good conscience, perform his or her duties as a member of the board without prejudice or partiality must request relief when notified. Board membership criteria are contained in reference (a).

3. Board Eligibility Criteria. Candidates must have at a minimum, an adjudicated final secret security clearance. Frothed or selected E8 and E9 are eligible to submit. Senior Enlisted Marketplace (SEM) screened E9 candidates interested in the CSEL program will submit a package in their current pay grade (E8) and lose their screen eligibility if selected for CMDCS. SEM screened E8 candidates are not eligible for the CSEL program. There are no Time-in-Service

(TIS) waivers or Senior Enlisted Academy (SEA) operational waivers for non-completion. Reference (b) contains the eligibility requirements to apply for the CMDCM and CMDCS selection board with the following updates:

- a. Active Component (AC) E9 personnel will not have less than 16 years or greater than 28 years TIS total as of 31 December 2025.
- b. AC E8 personnel will not have less than 16 years or greater than 24 years total TIS as of 31 December 2025.
- c. Selected Reserve (SELRES) personnel drilling with pay and Training and Administration of the Reserves (TAR):

(1) TAR E9 personnel will not have less than 16 years or greater than 28 years total TIS as of 31 December 2025. Total Active Federal Military Service (TAFMS) will be used.

(2) SELRES E9 personnel will not have less than 16 years of total qualifying years of service or greater than 28 years Length of Service (LOS) as of 31 December 2025 (indicated in Navy Reserve Readiness Module (NRRM)). To maintain a distributable inventory and community health controls, SELRES who are on definite recall orders are not eligible for conversion unless they will complete orders by 31 December 2025. SELRES who are mobilized remain eligible.

(3) TAR E8 personnel will not have less than 16 years or greater than 24 years total TIS as of 31 December 2025. TAFMS will be used.

(4) SELRES E8 personnel will not have less than 16 years of total qualifying years of service or greater than 24 years LOS as of 31 December 2025 (as indicated in NRRM). To maintain distributable inventory and community health controls, SELRES who are on definite recall orders are not eligible for conversion unless they will complete orders by 31 December 2025. SELRES who are mobilized remain eligible.

d. All TAR and SELRES candidates (including closed loop ratings and TAR serving at AC commands) must obtain the Navy Reserve Force Master Chief's (FORCM) validation prior to submission. Candidate packages are due to the Office of the Chief of Navy Reserve, FORCM no later than 1 October 2025 to ensure total service calculations are validated in advance of the 15 October 2025 deadline. All TAR and SELRES candidate packages will be sent from the Navy Reserve FORCM to the Director, Command Senior Enlisted Management Office (D-CSELMO) via encrypted e-mail to cselboard@us.navy.mil.

4. For record review and communication with the CMDCM and CMDCS Selection Board, submit packages via encrypted e-mail to cselboard@us.navy.mil no later than 15 October 2025. Do not use the electronic submission of selection board documents via BUPERS Online to submit packages. Use the subject line, annotated in paragraph 8, for the email subject line and the name and title of the attached single pdf package. Additionally, the full name of the candidate and full Social Security Number (SSN) (full SSN marked on top right of each page) must be on all pages of the package. The package requirements contained in reference (b), are modified as follows, and will only include:

a. Cover letter. Submit the cover letter in a signed standard memorandum format to include the board number (annotated in paragraph 8) with branch class in parentheses, i.e. AC, SELRES, TAR, or closed loop. In the body of the cover letter, provide candidate's full name, full SSN, work and personal phone numbers, and work and personal email addresses.

b. Conditional release for all nuclear-trained and all non- nuclear submarine ratings, as outlined in reference (b).

c. Copy of Command Senior Enlisted Leader Screening (NAVPERS 1306/95, Rev. 05-2025), with all signatures completed.

d. Enlisted Personnel Action Request (NAVPERS 1306/7).

e. If the Navy Enlisted Classification code 8SEA is not in the candidate's personnel data summary, a copy of the graduation certificate from the SEA or other service equivalent is required.

f. Any missing documentation from the candidate's Official Military Personnel File (for example, a missing evaluation or award, or documented completion of a degree). Letters of Recommendation, World-wide assignable Administrative Remarks (NAVPER 1070/613), physical fitness assessment summary and career summary letters will not be accepted.

5. Trouble with the file encryption or certificates or any other communication errors do not justify a late package. If candidate does not receive an email within 72 hours confirming receipt of package, contact D-CSELMO at cselboard@us.navy.mil.

6. Candidates selected under the CSEL selection board can expect to execute orders to their first CMDCS or CMDCM tour as early as 1 October 2026. Candidates will have to negotiate for orders within the first 12 months following the announcing NAVADMIN. Selected CSELs outside of the normal Projected Rotation Date (PRD) will have their PRDs manually adjusted by the Career Management Pillar (PERS-4) to ensure completion of a minimum of 12 months onboard their current command.

7. Alternates will be selected by the CMDCM and CMDCS selection board and contacted by the CSEL detailer if billets become available and distributable inventory has been depleted.

8. Candidates should submit packages in a single pdf with a subject line (cover letter, email and pdf attachment will use the same subject line) using the applicable format below:

- a. AC CMDCM Selection Board: FY27 Active CMDCM Selection Board #125 ICO RATE LAST NAME, FIRST NAME, MI.
- b. SELRES CMDCM Selection Board: FY27 SELRES CMDCM Selection Board #125 ICO RATE LAST NAME, FIRST NAME, MI.
- c. TAR CMDCM Selection Board: FY27 TAR CMDCM Selection Board #125 ICO RATE LAST NAME, FIRST NAME, MI.
- d. Closed Loop CMDCM Selection Board (SO, SB, ND, EOD, AC Seabee, RC Seabee): FY27 Closed Loop CMDCM Selection Board #125 ICO RATE LAST NAME, FIRST NAME, MI.
- e. AC CMDCS Selection Board: FY27 Active CMDCS Selection Board #126 ICO RATE LAST NAME, FIRST NAME, MI.
- f. SELRES CMDCS Selection Board: FY27 SELRES CMDCS Selection Board #126 ICO RATE LAST NAME, FIRST NAME, MI.
- g. TAR CMDCS Selection Board: FY27 TAR CMDCS Selection Board #126 ICO RATE LAST NAME, FIRST NAME, MI.

9. Points of contact:

- a. AC: CMDCM Anna Wood, D-CSELMO, at (703) 695-5594/DSN 664 or via e-mail at cselboard@us.navy.mil.
- b. TAR and SELRES: CMDCM Nicole Rios at (703) 695-3976 or via e-mail at nicole.c.rios.mil@us.navy.mil.

10. This NAVADMIN will remain in effect until superseded or canceled, whichever occurs first.

11. Released by Ms. Lisa M. St. Andre, Acting N1.///

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