



**PS CAREER PATH
FULL TIME SUPPORT (FTS)**

Personnel Specialists (PS) provide enlisted personnel with information and counseling related to Navy occupations, opportunities for general education and job training, requirements for advancement, rights and benefits. PSs maintain and audit pay and personnel records of military personnel, determine military pay and travel entitlements and deductions. They prepare the financial/accounting reports related to individual pay and travel transactions and operate associated accounting systems. They also assist enlisted personnel and their families with special problems or personal hardships.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	Tour Length *Note 2	TYPICAL CAREER PATH DEVELOPMENT
26-30	PSCM	21 Yrs	CMDCM	36/36	Follow-on Shore Tours
23-26	PSCM PSCS	21 Yrs 17.9	CMDCM, CMDCS, CMD SEL	36/36 36/36	Billet: CMDCM/CMDCS/ CMD SEL/Code LCPO/ Program Manager Duty: CNRFC/NPC/OPNAV/ BUPERS/ECC
20-23	PSCM PSCS PSC	21 Yrs 17.9 14.4	CMDCM, CMDCS, CMD SEL, CWO	36/36 36/36 36/36	Billet: CMDCM/CMDCS/ CMD SEL/LCPO/Program Manager Duty: CNRFC/NPC/OPNAV/ NOSC/MEPS/NIFR/BUPERS
16-20	PSCS PSC PS1	17.9 Yrs 14.4 9.5	CMDCM, CMDCS, CMD SEL, LDO, CWO, OCS, MECP	36/36 36/36 36/36	Billet: CMDCS/CMD SEL/PERSO/LCPO/LPO Duty: CNRFC/NPC/BUPERS/ OPNAV/NOSC/RDC/RCC/ NIFR/MEPS/PSD/SEAL TEAM
12-16	PSCS PSC PS1	17.9 Yrs 14.4 9.4		36/36 36/36 36/36	Billet: CMD SEL/PERSO/ LCPO/LPO Duty: NOSC/RDC/NPC/ NRPDC/CNRFC/RCC/MEPS/ PSD/BUPERS/SEAL TEAM Qualification: ESWS/EAWS/ EXW/FMF NEC: 802R/A01A/807R/805A/ A16A
8-12	PSC PS1 PS2	14.4 Yrs 9.4 4.8		36/36 36/36 36/36	Billet: LPO/DDO Duty: NOSC/RCC/CNRFC/ NPC/MEPS/NRPDC/NIFR/ Ship/Squadron/PSD/BUPERS/ SEAL TEAM Qualification: ESWS/EAWS/ EXW/FMF NEC: 802R/A01A/807R/805A/ A16A
4-8	PS1 PS2 PS3	9.4 Yrs 4.8 2.1	STA-21, OCS, MECP	36/36 36/36 36/36	Billet: Personnel/Reserve Pay Supervisor Duty: NOSC/RCC/CNRFC/ NPC/MEPS/NIFR/Ship/ Squadron/PSD/BUPERS/ SEAL TEAM Qualification: ESWS/EAWS/ EXW/FMF NEC: 802R/A01A/A16A



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	Tour Length *Note 2	TYPICAL CAREER PATH DEVELOPMENT
1-4	PS2 PS3	4.8 Yrs 2.1	Naval Academy, NROTC	36/36 36/36	Billet: Personnel/Reserve Pay Duty: Ship/Squadron/NOSC/ PSD/SEAL TEAM Qualification: ESWS/EAWS/EXW/FMF NEC: A16A
1+/-	PSSN PSSA Accession Training	9 Months		36/36	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 NOT required.
2. The PS rate is a shore intensive rate due to few sea duty opportunities. Normal sea/shore rotation does not apply.
3. Former PNs and DKs merged to form the "PS" rating in October 2005.
4. PS Rating Enlisted Program Authorization has increased slightly over the last couple of years and more sea duty PS billets have been added.
5. NECs held:
 - A01A: Personnel Specialist Advanced Disbursing Operations
 - 802R: Classification Interviewer
 - 806R: Career Information Program Advisor
 - 807R: Reserve Career Information Program Advisor
 - A16A: Command Pay and Personnel Administrator (CPPA)
 - 805A: Instructor
6. PS Sailors fill Individual Augmentation billets requiring personnel/manpower/financial accounting and may fill any Sailor type billets.
7. PS Sailors may qualify for any warfare designation based upon assignment type.

Considerations for advancement from E6 to E7

1. Sea Assignments (all)

The PS FTS community only has 12 percent sea duty billets (E1-E9), so sea duty tours should not be considered mandatory for a candidate to be fully qualified for advancement.

- Should be qualified OOD(I/P)
- DCTT team or other Training Team Member. Repair Locker Leader or other Damage Control organization involvement
- Should have served as LPO or Assistant LPO
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Command collateral duties with documented impact



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2. Shore Assignments (all)

- Personnel assigned to OPNAV, CNRFC, TYCOM staff, NPC and CSS. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the PS community
- Personnel assigned to RTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
- Personnel assigned to a PSD CONUS should be viewed as a challenging assignment that is valued by the PS community
- Personnel assigned to Navy Operational Support Centers (NOSC) **SHALL** complete the NOSC Watchstander PQS (NAVEDTRA 43075)
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Command collateral duties with documented impact

Considerations for advancement from E7 to E8

1. Sea Assignments (all)

The PS FTS community only has 12 percent sea duty billets (E1-E9), so sea duty tours should not be considered mandatory for a candidate to be fully qualified for advancement.

- Should be qualified OOD(I/P), Section leader, and other outside the normal scope (ie: ATTWO, OOD, CICWO, Deck Safety Officer (U/W)
- DCTT/ATTT team or other Training Team Member
- Should have served as LCPO or PERSO/ADMIN Officer
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Command collateral duties with documented impact

2. Shore Assignments (all)

- Personnel assigned as and filling the role of Command Senior Enlisted Leaders at NOSCs
- Personnel assigned to OPNAV, CNRFC, TYCOM staff, NPC and CSS. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the PS community
- Personnel Assigned to RTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
- Personnel assigned to a PSD CONUS should be viewed as a challenging assignment that is valued by the PS community
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
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Considerations for advancement from E8 to E9

1. Sea Assignments (all)

The PS FTS community only has 12percent sea duty billets (E1-E9), so sea duty tours should not be considered mandatory for a candidate to be fully qualified for advancement.

- Should be qualified OOD(I/P), Section leader, and other outside the normal scope (ie: ATTWO, OOD, CICWO, Deck Safety Officer (U/W)
- DCTT/ATTT team or other Training Team Member
- Should have served as Department LCPO or PERSO/ADMIN Officer
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Command collateral duties with documented impact

2. Shore Assignments (all)

- Personnel assigned to OPNAV, CNRFC, TYCOM staff, NPC and CSS. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the PS community
- Personnel assigned as and filling the role of Command Senior Chief
- Personnel assigned to a PSD CONUS should be viewed as a challenging assignment that is valued by the PS community
- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Command collateral duties with documented impact