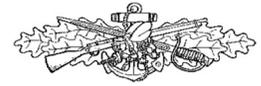
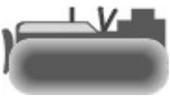


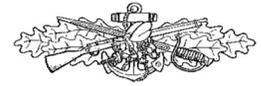
**EO CAREER PATH
(SCW)**



| <p>Equipment Operator (EO): Construction skills performed include: Operating construction equipment, weight handling equipment (cranes), material handling equipment (forklifts), and heavy transportation vehicles. Equipment Operators perform horizontal construction (including asphalt paving), conduct quarry/blasting operations, line haul operations and operate water well drilling equipment. Equipment Operators also read and interpret blueprints, prepare sketches for construction projects and make estimates of material, labor and equipment requirements. In addition to supporting the Naval Construction Forces, Equipment Operators are in high demand to provide support to Special Warfare and Explosive Ordnance Disposal Units. Combat skills performed include: Embarkation via airlift/sealift; Chemical, biological, and radiological (CBR) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT) and airfield damage repair (ADR) teams; performing camp security (e.g. guard duty, obstacle construction, observation posts and patrols for squad/platoon sized elements, convoys with various numbers of troops and Civil Engineering Support Equipment (CESE), and communications set up). Individuals obtain small arms qualifications, advanced first aid training and crew served weapons qualifications.</p> | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------------|-----------------------------------------------------------------------------------------------|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/ShORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
| 26-30 | EQCM | 27 Yrs 24 22 20 | , SEL, Naval Academy | 36 | 4 th Shore Tour Billet: SEL, Program/Training Manager, NECC FORCE MDV Duty: Staff, NCG, NCR, NSW Support, DEVGRU, CBMU, EXWC, UCT. |
| 22-26 | EQCM EOCS EOC | 24 Yrs 22 18 14 | CWO, SEL, CMD SCPO SEA, | 42 | 4 th Sea Tour Billet: , SEL, NMCB Company/Branch/OPS/Training Chief, NCG MDV, NSW Transportation, J4 SEA, Operations / Training / Logistics Planner. Duty: NMCB, NSW Support, UCT, NAVFAC, EXWC (MUSE). |
| 19-22 | EOCS EOC EO1 | 18 Yrs 14 10 | CMD SCPO, SEL, MECP, Camp David, Equal Opportunity Advisor, RDC, Recruiter, SARP. | 36 | 3 rd Shore Tour Billet: SEL, Company OPS Chief (A3), Division SEL, Course Manager, RSS, Deputy Program Manager, Training/Ops Chief, Instructor. Duty: NECC, CBMU, UCT, NCG, NMCB (RC), NCTC, NAVFAC, EXWC, CSFE. |
| 15-19 | EOC EO1 | 14 Yrs 10 | | 42 | 3 rd Sea Tour Billet: Project Manager/Chief, Platoon CDR, Branch/ Company/ Ops Chief, Embark Chief, Detail OIC/AOIC, Water Well, Lead Blaster, NSW Transportation, J4 SEA, Operations / Training / Logistics Planner. Transportation Supervisor Crane Supervisor, Mineral Products Supervisor, License |

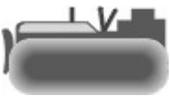


**EO CAREER PATH
(SCW)**

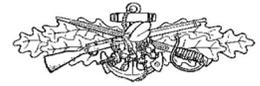


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| | | | | | <p>Examiner, QC, Safety. LPO, RSO, Air Diving Supervisor.</p> <p>Duty: NMCB, ACB, UCT, DEVGRU, NSW Support, NCHB, EXWC (MUSE).</p> |
| 12-15 | EO1 EO2 | 10 Yrs 5 | LDO, OCS, MECP, Brig Duty, Camp David, Equal Opportunity Advisor, RDC, Recruiter, SARP, SERE Instructor, USS CONSTITUTION | 36 | <p>2nd Shore Tour Billet: LPO, Crew/Squad Leader, Instructor, Recruit Division Commander, Recruiter, Presidential Duty, Isolated Duty, Quality Control, Project Sup, QC, Safety.</p> <p>Duty: RTC, CBMU, NCG, NCR, NAVFAC, NCTC, EXWC, UCT, NSW Support, Camp David, NAVELSG,</p> |

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|-------------------------|--------------------------|--------------------------------|------------------------------------------------------------------------------------------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8-12 | EO1 EO2 | 10 Yrs 5 | LDO, OCS, MECP Tinker AFB | 60 | <p>2nd Sea Tour Billet: LPO, Crew Leader/Project Sup, Instructor, Transportation Supervisor Yard Boss, Operations LPO, Platoon LPO, P&E, NSW Support, Crane Supervisor, Water Well, Blaster, Embark, License Examiner, Dispatcher, Collateral Custodian, Work Center Supervisor.</p> <p>Duty: NMCB, ACB, NSW Support, EOD, CRG, UCT, SBT, DEVGRU, NCHB.</p> |
| 5-8 | EO2 EO3 | 5 Yrs 3 | STA 21, OCS, MECP, Brig Duty, Camp David, RTC, Recruiting Duty, DEVGRU, MUSE, LOGSU, UCT | 36 | <p>1st Shore Tour Billet: Instructor, Recruit Division Commander, Recruiter, Crew Leader, Crane Crew, Dispatcher, Collateral Custodian FTL, SQD LDR.</p> <p>Duty: RTC, CBMU, NCG, EXWC, PWD, NSW, EOD, MDSU, NCHB, CSFE FLW Instructor Duty, NCTC, UCT</p> |
| 1-5 | EO2 EO3 | 5 Yrs 3 | Naval Academy, NROTC, STA-21 NSU,UCT | 60 | <p>1st Sea Tour Billet: Basic trades. Crew Leader, Crane Crew, Dispatcher, Collateral Custodian, FTL, SQD LDR</p> |



EO CAREER PATH (SCW)



| | | | | | |
|------|------------------------------------|----------|------------------|--|-----------------------------------------------------------------------------|
| | | | | | Duty: NMCB, NAVFAC, ACB, NCHB. Qualification: SCWS, EXW |
| 1+/- | EOCN EOCA Accession training | 9 months | Ceremonial Guard | | Recruit Training, "A" School, and ECS (NEC 804G) if initial billet is NECC. |

Notes:

1. **OCCUPATION FIELD 7 (OF-7) RATING:** Ratings in which primary technical focus is construction industry. "A" School is a requirement for all OF-7 ratings.

2. **E8 and E9 SEABEE RATINGS:** Three of the seven Seabee ratings compress to one rating at the E8 level. The remaining four compress at the E9 level.

a. CUCM - CUCS - BU/SW/EA

b. EQCM - CM/EO

c. UCCM - CE/UT

3. **WARFARE QUALIFICATIONS:**

a. **SEABEE COMBAT WARFARE (SCW)** specialist warfare designation was established in 1992. Qualifying units are the six Naval Mobile Construction Battalions (NMCBs), the Amphibious Construction Battalion (ACB), Construction Battalion Maintenance Units (CBMUs) and Underwater Construction Teams (UCTs).

b. **EXPEDITIONARY WARFARE (EXW)** specialist warfare designation was established in 2006. Qualifying units are the six Naval Mobile Construction Battalions (NMCBs), the Amphibious Navy Cargo Handling Battalion (NCHB), Logistical and Support Unit (LOGSUPPU), Explosive Ordnance Disposal Expeditionary Support Unit (EODSU), Coastal Riverine Squadron (CORIVRONs), Naval Construction Regiments (NCRs) and Underwater Construction Teams (UCTs).

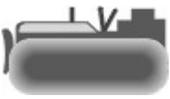
4. **TRAINING:** Important to remember that majority of "C" School NECs are dropped once an individual is advanced to E7. NECs held (excluding voluntary progression within the UCT diver series) are not indicative of career motivation.

5. **CHALLENGING ASSIGNMENTS (NOT by order of precedence):**

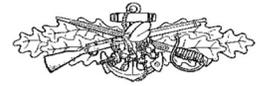
a. **OVERSEAS CONTINGENCY INDIVIDUAL ASSIGNMENTS:** Unaccompanied billets lasting from 6 to 18 months located in Afghanistan, Djibouti, and various other locations. These billets are sea duty and offer advantages towards advancement.

b. **SPECWAR / SPECOPS:** SPECWAR and SPECOPS communities are in need of Seabees, especially from the CM and EO ratings. These units have sea and shore duty components. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets. JSOC Ops Chief requires command screening. DEVGRU is a CNO Priority One MAJCOM that develops NSW Tactics, Techniques, procedures and equipment and supports a classified National mission. All member require command screening and a TS Clearance.

c. **NAVAL CONSTRUCTION REGIMENT (NCR):** This challenging shore duty conducts tactical and operational level planning, maintain major contingency response capability, and exercise operational command and control of assigned engineering and expeditionary forces across the full range of military operations. Commanding



EO CAREER PATH (SCW)



Officer screened and challenging career milestone positions within the Naval Construction Regiments include the Unit or Area Operations Chief, Logistics department LCPO, CESE and TOA Manager.

d. **NAVAL CONSTRUCTION GROUP (NCG):** "Train, Equip, Deploy, and Employ" - Naval Construction Groups prepare Naval Construction Force (NCF) units to conduct expeditionary and deliberate construction in support of Combatant Commanders and warfighter requirements. NCGs do this through combat and construction training, equipment and maintenance training, and logistical and mobilization support of our subordinate units. Challenging career milestone positions within the Naval Construction Groups include Operations Chief, Training Chief, Master Scheduler, and Weapons, and Tactics LCPO.

e. **NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCBs):** This arduous, demanding sea duty is the pillar of the Naval Construction Force. While current rotation varies, typical homeport period is 12 months followed by 6 month deployment. NMCB's are home ported in Port Hueneme, CA and Gulfport, MS. Commanding Officer screened and challenging career milestone positions within the Naval Mobile Construction Battalions include the A4 (Maintenance Supervisor) Operations Chief, Training Chief, and NMCB Air Detachment LCPO.

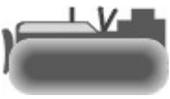
f. **AMPHIBIOUS CONSTRUCTION BATTALIONS (ACBs):** Provides ship-to-shore transport of combat cargo (fuel, water, materials, and equipment) by means of causeway ferry operations in support of USMC and joint combat missions, peacetime forward littoral presence operations, and humanitarian assistance/disaster recovery operations. ACBs construct elevated and floating causeway piers, install ship-to-shore fueling systems, erect and operate support camps, execute defensive combat operations, deploy standing disaster recovery teams in support of domestic and foreign natural disasters and perform intermediate and depot level maintenance on organic equipment. Deployments are numerous and generally short-term. Each ACB has a sea and shore component. Currently, ACBs are home ported in San Diego, CA and Little Creek, VA.

g. **NAVAL CARGO HANDLING BATTALIONS (NCHBs):** Navy Cargo Handling Battalion (NCHB) is a vital enabler of Maritime Prepositioning Forces (MPF), Joint Logistics Over the Shore (JLOTS) operations, and maritime forces ashore providing expeditionary cargo handling services for surface, air, terminal operations, tactical fueling, and ordnance handling/reporting in support of worldwide Naval, Joint, interagency, and combined forces/organization. Deployments are numerous and short-term and are located on every continent. Seabees assigned to NCHB perform camp maintenance, perimeter defense, embarkation, convoy support, and lead cargo operations in rapidly deployable platoon size elements. The only active duty NCHB is homeported in Williamsburg, VA.

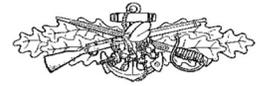
h. **CONSTRUCTION BATTALION MAINTENANCE UNIT (CBMU):** Primary mission during major combat operations is to provide minor camp construction and base operating support for Navy Expeditionary Force higher headquarter command elements and Expeditionary Medical Facilities, and to provide embarkation support to Naval Construction Force movement control centers. Secondary mission: Provide humanitarian assistance/disaster relief support to various Navy region commanders when executing Defense Support of Civil Authority.

i. **NAVAL SUPPORT UNIT STATE DEPARTMENT (NSU):** Provides the Department of State (DOS) with specialized skills in construction, maintenance, and the installation/repair of technical and physical security systems essential to DOS Diplomatic Security (DS), Counter-Intelligence, and Counter-Measures programs worldwide. Must be able to obtain a TS/SCI clearance.

j. **UNDERWATER CONSTRUCTION TEAMS (UCTs):** Provide construction, inspection, and repair of ocean facilities such as wharves, piers, underwater pipelines, moorings, boat ramps, etc. Seabee divers are capable of diving to 190 feet utilizing SCUBA or Surface Supplied Diving Systems to perform work underwater construction. The UCT Community consists of Seabee Divers with the majority of technicians being stationed at the Underwater Construction Teams which are located in Little Creek, VA and Port Hueneme, CA. Each UCT has a Sea and shore component in a perpetual sustainment OFRP that causes a very high OPTEMPO on both sea and shore duty. This type duty offers the most challenging small unit leadership opportunities within the NCF. Other duty stations include NECC, NCG, NDSTC, EXWC, SPAWAR, and Experimental Diving Unit (EDU). SEABEE UCT NECs SERIES: To achieve the pinnacle of the Seabee UCTs Enlisted Diver, service members capture increasing levels of knowledge and responsibility through the three tiered NEC series:



EO CAREER PATH (SCW)



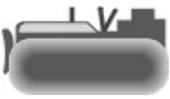
- I. B17A - UCT Basic Diver (Apprentice Skill set)
 - a. Considerations for promotion from E6 to E7
 - i. No special considerations for promotion from E6 to E7.
 - ii. Consider as a junior enlisted skill level.
 - iii. Non-Diversity of assignment should not be a detractor.
 - iv. Back to back shore duty is not career enhancing.

- II. B16A - UCT Advanced Diver (Journeyman Skill set).
 - a. Considerations for promotion from E6 to E7.
 - i. Special consideration for advancement should be given to those who are qualified as Air Diving Supervisor and Demolition Range Safety Officer.
 - ii. Limited Collateral Duties or community service should not be a detractor due to members having very high OPTEMPO.
 - iii. Personnel assigned to NCG or NDSTC instructor billets (NEC 805A) and Navy Military Trainer (NMT) qualifications are carefully screened and selected to that assignment. Seabee's selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the Naval Construction Force.
 - iv. Back to back shore duty is not career enhancing.
 - b. Considerations for promotion from E7 to E8.
 - i. Should have served as Construction Dive Detachment LCPO.
 - ii. Should have 36 months dive duty as a B16A NEC holder.
 - iii. Limited Collateral Duties or community service should not be a detractor due to members having very high OPTEMPO.
 - iv. Back to back shore duty is not career enhancing.

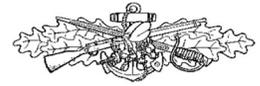
- III. B18A - UCT Master Diver (Master Skill set)
 - a. Commanding Officer screened and challenging career milestone positions within the UCT community include the Operations Chief, NCG Master Diver, Command Master Diver and NDSTC Master Diver.
 - b. Limited Collateral Duties or community service should not be a detractor due to members having very high OPTEMPO.

k. **MOBILE UTILITIES SUPPORT EQUIPMENT (MUSE):** Provides specialized, easily transportable electrical equipment for temporary support of utility and critical power systems, as well as, highly skilled Seabee technicians to provide technical assistance and training. MUSE includes generation, transformation, and distribution to meet emergency and unforeseen utility shortfalls. The Department of the Navy (DON) will provide MUSE to meet the requirements of federal and non-federal activities, in five core mission areas: Cold Iron Support, Facility Support, Contingency Response, Expeditionary Support, and as directed from higher. MUSE is located at Naval Base Ventura County, Port Hueneme, CA and consists of sea and shore component. MUSE program does not have OPCON or ADCON to B03A technicians assigned to satellite billets. These considerations are specific to MUSE Technicians serving in one of the two MUSE Program NAVFAC EXWC, Port Hueneme, CA billets. This does not reflect MUSE members, holding the NEC, serving outside these billets. **SEABEE MUSE NEC:** MUSE Seabees are designated by NEC B03A and developed through the achievement of three specialty job qualification requirements, MUSE TECHNICIAN (MT), SENIOR MUSE TECHNICIAN (SMT), and MASTER MUSE TECHNICIAN(MMT):

- I. MUSE technician (MT)
 - a. No special considerations for promotion from E6 to E7
 - i. Consider as a junior enlisted skill level
 - ii. Non-diversity of assignments should not be a detractor
 - iii. Back to back shore duty should not be a detractor.



EO CAREER PATH (SCW)

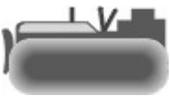


- II. Senior MUSE Technician (SMT) Time in program matters. Senior MUSE Technician expected after 3-5 years in program.
 - a. Considerations for promotion from E6 to E7
 - i. Prospective E7 Senior MUSE Technician (by order of precedence):
 - 1. Should have served as Leading Petty Officer (LPO)
 - 2. Should have served as Detachment Officer in Charge (Det OIC)
 - ii. Short tour to support a MUSE satellite billet or billet outside MUSE Port Hueneme, CA should not be a detractor
 - iii. Limited Collateral Duties or community service should not be a detractor if member has high OPTEMPO
 - iv. Non-diversity of assignments should not be a detractor
 - v. Back to back shore duty should not be a detractor.
- III. Master MUSE Technician (MMT)
 - a. Considerations for promotion from E7 to E8
 - i. Prospective E8 Master MUSE Technician (by order of precedence):
 - 1. Should have served as Branch Leading Chief Petty Officer (LCPO)
 - 2. Should have completed IA assignment
 - ii. Short tour to support a MUSE Satellite billet or billet outside MUSE Port Hueneme, CA should not be a detractor
 - iii. Non-diversity of assignments should not be a detractor
 - iv. Back to back shore duty should not be a detractor
 - b. Considerations for promotion from E8 to E9
 - i. Prospective E9 Master MUSE Technician (by order of precedence):
 - 1. Should have served as a Program Manager
 - 2. Should have served as Deputy Program Manager or Division LCPO
 - ii. Short tour to support a MUSE satellite billet or billet outside MUSE proper should not be a detractor
 - iii. Non-diversity of assignments should not be a detractor
 - iv. Back to back shore duty should not be a detractor
 - v. Prospective E9 Master MUSE Technician (by order of precedence):
 - 1. Should have served as a Program Manager
 - 2. Should have served as Deputy Program Manager or Division LCPO
 - vi. Short Tour to support a MUSE Satellite billet or billet outside MUSE Port Hueneme, CA should not be a detractor
 - vii. Non-diversity of assignments should not be a detractor
 - viii. Back to back Shore duty should not be a detractor

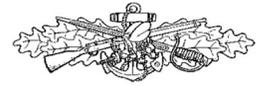
I. MANPOWER, PERSONNEL, TRAINING AND EDUCATION (MPTE): Responsible for “cradle-to-grave” monitoring, management and readiness of the health and welfare of the Seabees. Command screened and challenging career milestone positions include the Seabee Enlisted Community Tech Ad, Detailers, Placement Coordinators, Rating Specialists and Manpower Analyst.

m. PRESIDENTIAL RETREAT, CAMP DAVID/ WHITE HOUSE DUTY: These jobs are high visibility slated jobs that require command screening and must be able to obtain a YW clearance. The mission of the Presidential Retreat, Camp David is to provide a secure, safe, and uniquely private location for the President, First Family, and invited guests to work or relax. Personnel selected for this challenging, yet rewarding duty assignment must be the top performers within their respective rating who possess the highest standards of personal character, integrity, and commitment to mission accomplishment. Applications for this assignment require a three year service commitment and should begin the application process 15-18 months prior to their PRD.

n. RECRUITING / RECRUIT DIVISION COMMANDER / INSTRUCTOR: These billets are challenging leadership positions associated with the process of “Sailorization”. These challenging shore assignments offer huge



EO CAREER PATH (SCW)

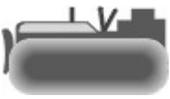


advantages towards advancement. Must be SCW qualified and have a history of sustained superior performance to qualify for these billets. Jobs are command screened.

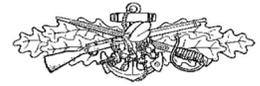
o. **SECRETARY OF THE NAVY TOURS WITH INDUSTRY (SNTWD):** These tours offer the service member a chance to learn from and with leading industry, partners to better improve leadership, management, and communications skills. The tour will provide valuable perspective to civilian business world about the Navy and in turn provide the service member with a unique look at civilian best practices.

CONSIDERATIONS FOR ADVANCEMENT FROM E6 TO E7

- E7 (Typical) - Experience in all primary Seabee assignments (Operations Sup, Transportation. Sup, Crane Sup, Project Manager, Facilities Manager, and Special Programs). Warfare qualification: Seabee Combat Warfare (SCW) and/or Expeditionary Warfare (EXW) or other (if have not been assigned to SCW qualifying unit). Advanced Training: Navy Enlisted Classifications (NECs) specifically EO Advance, Water Well, Blaster and/or Crane Operator, Primary Professional Military Education, College Credits, Master Training Specialist.
 - I. Sustained superior performance
 - II. Should have demonstrated advanced knowledge of Expeditionary/Contingency Construction and Warfare
 - III. **Must** have requalified on primary Warfare if assigned to a qualifying command
 - IV. Should be Subject Matter Expert in Planning & Estimating and specifically in Horizontal Construction
 - V. Should have demonstrated advanced knowledge in Transportation/ Heavy Equipment Operations/ Cranes/ Water Well/ Blasting and Quarry Operations/ Embark/ Licensing
 - VI. Should have demonstrated advanced knowledge of Construction Management
 - VII. Should be Subject Matter Expert for Tool Use, Maintenance and Safety Procedures
 - VIII. Should have demonstrated advance knowledge on Project Management
 - IX. Should have demonstrated ability to manage Safety and Quality Control
- a. Sea Assignments
 - i. Should have served as Asst Platoon Chief, LPO or Right Guide, Assistant LPO, or Project Supervisor at Sea for a Min of 12 months.
 - ii. Should have served as Asst Command Collateral (ie: ACFL, ACMEO, ADAPA)
 - iii. Should have actively demonstrated leadership among peers and subordinates
- b. Shore Assignments
 - i. NAVFAC, NCTC, NAVPERS and NCF Personnel assigned to TYCOM or SYSCOM staff, NPC, OF-7 (Seabee) "A" School or Advanced school instructors with 805A NEC and Navy Military Trainer (NMT) qualification, are carefully screened and selected to that assignment. 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 OF-7 (Seabee) community.
 - ii. Personnel Assigned to RDC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
 - iii. Personnel assigned to OCONUS hard fill and/or independent duty should be viewed as a challenging assignment that is valued by the OF-7 (Seabee) community.
- c. E7 Selection Board. Most Fully Qualified EO1s for promotion to EOC demonstrate the following:



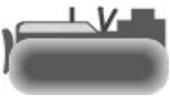
EO CAREER PATH (SCW)



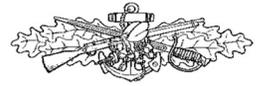
- i. Sustained superior performance broke out among their peers.
- ii. Documented leadership, results of leadership on commands mission and Sailors.
- iii. SCW or EXW qualified a must if assigned to qualifying unit.
- iv. In rate knowledge, earned advance EO NEC and/or other EO, NCF related NECs if possible. Safety or Quality Control programs.
- v. Sailor 360 involvement, facilitator, leadership roles.
- vi. FCPO association involvement, leadership roles a plus.
- vii. JPME, PPME, SEA, Formal and professional education.
- viii. Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
- ix. Did not have gaps in eval continuity.

CONSIDERATIONS FOR ADVANCEMENT FROM E7 TO E8

- E8 (Typical) - Experience of increased responsibility and complexity in primary Seabee responsibility assignments (Project Manager, Facilities Manager, Special Programs). Advanced Training: Senior Enlisted Academy, JPME, and Associate's Degree.
 - I. Should have Preceding E7 criteria
 - II. Sustained superior performance
 - III. **Must** have requalified on primary Warfare if assigned to a qualifying command
 - IV. Should have demonstrated the ability to develop and lead CPOs
 - a. Sea Assignments
 - i. Should have served as LCPO at SEA
 - ii. Should be qualified CDO
 - iii. Should have served as LCPO or DET SEL
 - iv. Should have had Command Collateral with documented impact
 - b. Shore Assignments:
 - i. Personnel assigned to TYCOM/SYSCOM/NAVFAC staff, NPC, OF-7 (Seabee) Advance school instructors with 805A NEC and Navy Military Trainer (NMT) qualification, are carefully screened and selected to that assignment. Sailors selected to serve one of these staffs are considered to be at the top of operational expertise and are highly valued by the OF-7 (Seabee) community.
 - ii. Personnel Assigned to RDC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
 - c. E8 Selection Board. Most Fully Qualified EOCs for promotion to EOCS demonstrate the following:
 - i. Sustained superior performance broke out among their peers.
 - ii. Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors. - Excelling at multiple commands, didn't stay in comfort zone while maintaining their Sea shore rotation.
 - iii. Earning special qualifications when available.
 - iv. In rate knowledge, earned advance EO NEC and/or other EO, NCF related NECs if possible. Safety or Quality Program lead.
 - v. Sailor 360 involvement, facilitator, leadership roles.
 - vi. Mess/CPOA association involvement, leadership roles a plus.
 - vii. Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
 - viii. JPME, PPME, SEA, Formal and professional education.
 - ix. CMEO, Career Counselor or special program leader.



EO CAREER PATH (SCW)



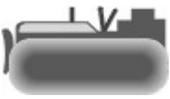
- x. Did not have gaps in eval continuity.

CONSIDERATIONS FOR ADVANCEMENT FROM E8 TO E9

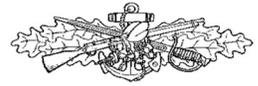
- E9 (Typical) - Proven ability to lead and direct people and organizations in tough, highly visible and challenging environments. Superior performance as Senior Enlisted Advisor/Leader (FEC/Expeditionary/Navy/Joint). Advanced Training: Senior Enlisted Academy, JPME, Bachelor's Degree.
 - I. Should have Preceding E8 criteria
 - II. **Must** have requalified on primary Warfare if assigned to a qualifying command
 - III. Sustained superior performance
 - IV. Should have demonstrated the ability to develop and lead Chiefs.
 - a. Sea Assignments:
 - i. Should have had Command Collateral with documented impact
 - b. Shore Assignments:
 - i. Personnel assigned to TYCOM/SYSCOM/NAVFAC staff, NPC, OF-7 (Seabee) Advance school instructors with 805A NEC and Navy Military Trainer (NMT) qualification, are carefully screened and selected to that assignment. Sailors selected to serve one of these staffs are considered to be at the top of operational expertise and are highly valued by the OF-7 (Seabee) community.
 - c. E9 Selection Board. Most Fully Qualified EOCSs for promotion to EQCM demonstrate the following:
 - x. Sustained superior performance broke out among their peer.
 - xi. Should have served as an Expeditionary Operations, Training Chief, Company Chief or equivalent (NMCB/NCR/NCG/CTF/NECC).
 - xii. Documented ever increasing CHALLENGING leadership roles, results of leadership on commands mission and sailors. Excelling at multiple commands, didn't stay in comfort zone.
 - xiii. Earning additional special qualifications when available.
 - xiv. Sailor 360 involvement, facilitator, leadership roles.
 - xv. Mess/CPOA association involvement, leadership roles.
 - xvi. CPO Initiation Committee lead or involvement.
 - xvii. Mentorship and professional development of Sailors. Told what they did, how they did it and showed results.
 - xviii. JPME, PPME, graduate of SEA, formal and professional education.
 - xix. CMEO, Career Counselor or special program leader.
 - xx. Involvement in committees or boards that help in development of sailors and/or your community.
 - xxi. Did not have gaps in eval continuity.

6. ACRONYMS:

ACFL (Assistant Command Fitness Leader)
AFRH (Armed Forces Retirement Home)
CART (Command Assessment of Readiness and Training)
CBMU (Construction Battalion Maintenance Unit)
CECOS (Civil Engineer Corps Officers School)
CFL (Command Fitness Leader)
CMEO (Command Managed Equal Opportunity)



EO CAREER PATH (SCW)



CORIVGRU (Commander Riverine Group)
CRF (Coastal Riverine Force)
CSEL (Command Senior Enlisted Leader)
CSFE (Center for Seabees and Facilities Engineering)
CSSD (Combat Service Support Detachment)
DAPA (Drug and Alcohol Program Advisor)
DEVGRU (Naval Special Warfare Development Group)
ECM (Enlisted Community Manager)
ECS (Expeditionary Combat Skills)
EODSU (Explosive Ordnance Disposal Support Unit)
EURAFSWA (Navy Region Europe, Africa, Southwest Asia)
EXW (Expeditionary Warfare)
EXWC (Engineering and Expeditionary Warfare Command)
LCPO (Leading Chief Petty Officer)
LPO (Leading Petty Officer)
MTS (Master Training Specialist)
MUSE (Mobile Utilities Support Equipment)
NAVFAC (Naval Facilities Engineering Command)
NCG (Naval Construction Group)
NCR (Naval Construction Regiment)
NCTC (Naval Construction Training Center)
NDSTC (Naval Diving and Salvage Training Center)
NEC (Navy Enlisted Classification)
NECC (Navy Expeditionary Combat Command)
NMCB (Naval Mobile Construction Battalion)
NSW (Naval Special Warfare)
OCONUS (Outside Continental United States)
OSA (Over Seas Assignment)
PME (Primary Military Education)
PWD (Public Works Department)
SARP (Substance Abuse Rehabilitation Program)
SCWS (Seabee Combat Warfare Specialist)
SEA (Senior Enlisted Advisor)
SEL (Senior Enlisted Leader)
SEJPME (Senior Enlisted Joint Primary Military Education)
SOY (Sailor of the Year)
SPAWAR (Space and Naval Warfare Systems Command)
SPECWAR (Special Warfare)
TYCOM (Type Commander)
UCT (Underwater Construction Team)