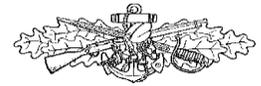




## CM CAREER PATH SELECTED RESERVE (SELRES)

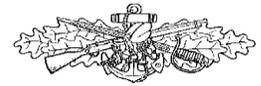


Construction Mechanic (CM): Construction skills performed include: the repair and maintenance of heavy construction, tactical and automotive equipment. Construction Mechanics diagnose and troubleshoot equipment failures to include mechanical, electrical, hydraulic and pneumatic systems. They maintain spare part inventories for equipment repair, databases for preventive maintenance and documentation of repair and maintenance performed. In addition to supporting the Naval Construction Forces, Construction Mechanics 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, radiological and nuclear (CBRN) 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, 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.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	EQCM	22.8 Yrs	CMDCM, SEL, Company Chief	N/A	Billet: CMDCM, SEL, A6A Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
25-28	EQCM CMCS	22.8 Yrs 18.1	CMDCM, SEL, Company Chief, LDO, OCS, MECP, Command Equal Opportunity Advisor, DAPA	N/A	Billet: CMDCM, SEL, A6A, A5 Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
22-25	EQCM CMCS CMC	22.8 Yrs 18.1 15.1		N/A	Billet: CMDCM, SEL, NMCB A5, NSW Transportation Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
19-22	CMCS CMC CM1	18.1 Yrs 15.1 10.5		N/A	Billet: Maintenance Shop Supervisor, A4/A5, AOIC, SEL Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
15-19	CMC CM1	15.1 Yrs 10.5	LDO, OCS, MECP, CSEL, Command Equal Opportunity Advisor, DAPA	N/A	Billet: Maintenance Shop, Advance Team LDR, CESE Manager Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
12-15	CMC CM1 CM2	15.1 Yrs 10.5 5.4		N/A	Billet: LPO, Maintenance Shop Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
8-12	CMC CM1 CM2	15.1 Yrs 10.5 5.4	LDO, OCS, MECP, STA21, Command Equal Opportunity Advisor, DAPA	N/A	Billet: LPO, Shop Supervisor, NSW Support, CESE Manager Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB



**CM CAREER PATH  
SELECTED RESERVE (SELRES)**



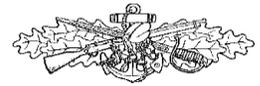
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
5-8	CM2 CM3	5.4 Yrs 2.2	STA-21, OCS, MECP	N/A	Billet: Alfa Maintenance, Platoon Leader, Squad Leader Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB Qualifications: Key Billet Training/Advanced NEC
1-5	CM2 CM3	5.4 Yrs 2.2		N/A	Billet: Basic trades Duty: NMCB, ACB, HM SQUADRONS, RIVRON Qualifications: SCWS/EXW
1+/-	CMCN CMCA Accession training	9 Months			Recruit training, "A" School, and ECS (NEC 804G) if initial billet is NECC

Notes:

1. "A" school is required for this rating.
2. This is a compression rating.
3. **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
4. **SEABEE NECs:**  
NECs earned during active duty may be retained, but not guaranteed. Any NEC may be challenged/earned based upon civilian occupation and training documentation. NECs held are not indicative of career motivation.
5. **TRAINING:** It is important to remember that the majority of "C" Schools are dependent on reserve training funds and schoolhouse seat availability.
6. **OCCUPATION FIELD 7 (OF-7) RATING:** Ratings in which primary technical focus is construction.
7. **WARFARE QUALIFICATION:** The Seabee Combat Warfare (SCW) specialist warfare qualification designation was established in 1992. Qualifying units are a Naval Mobile Construction Battalion, (NMCBs), the Amphibious Construction Battalion (ACB), and the two Underwater Construction Teams (UCTs). The Expeditionary Warfare Specialist (EXW) warfare qualification designation was established in 2006. Qualifying commands are Coastal Riverine Groups/Squadrons, Navy Expeditionary Logistics Units (includes Navy Cargo Handling Battalions and Navy Expeditionary Logistic Regiments).
6. **CHALLENGING ASSIGNMENTS:**
  - a. **OVERSEAS CONTINGENCY SUPPORT ASSIGNMENTS:** Unaccompanied billets lasting from 6 to 11 months located in Afghanistan, Djibouti, Bahrain, Qatar, and various other locations. These billets are sea duty and offer advantages towards advancement.



## CM CAREER PATH SELECTED RESERVE (SELRES)



- b. **SPECWAR/SPECOPS:** More billets supporting these specific units have been created. The SPECWAR and SPECOPS communities are in need of Seabees, especially the NOS H120 (CM) and NOS H150 (EO) ratings. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets.
- c. **NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCBs):** This is the bread & butter of the Naval Construction Force. The current rotation varies and depends on the threat level and required mission capabilities. This type duty offers better leadership opportunities. Reserve NMCB's are based in Port Hueneme, CA and Gulfport, MS.
- d. **CONSTRUCTION BATTALION MAINTENANCE UNIT (CBMU):** Take over the maintenance of bases on which major construction had been completed. CBMU's provide public works support at Naval Support Activities, Forward Operating Bases, and Fleet Hospital/Expeditionary Medical Facilities during wartime or contingency operations. They also provide disaster recovery support to Naval Regional Commanders in CONUS. Units are located in Port Hueneme, CA and Gulfport, MS.
- e. **AMPHIBIOUS CONSTRUCTION BATTALIONS (ACBs):** Provides ship to shore transportation of fuel, materials, and equipment by means of barge ferry operations. ACBs construct elevated and floating causeway piers, install ship to shore fueling systems, erect medium-size portage-support camps, and provide camp support, perimeter defense, and construction support. Deployments are numerous and short-term. Each ACB has a sea and shore component. Currently, ACBs are home ported in San Diego, CA and Little Creek, VA.
- f. **UNDERWATER CONSTRUCTION TEAMS (UCTs):** Provides construction, inspection, and repair of ocean facilities such as wharves, piers, underwater pipelines, moorings, boat ramps, etc. Seabees are capable of diving to 190 feet using scuba or surface supplied air to perform work underwater. UCT units are located in Little Creek, VA and Port Hueneme, CA. Each unit has a sea and shore component.

### Considerations for advancement from E6 to E7

7. E7 Selection Board. Most Fully Qualified CM1s for promotion to CMC demonstrate the following:
- Sustained superior performance broke out among their peers.
  - Documented leadership, results of leadership on commands mission and Sailors.
  - SCW qualified a must if assigned to qualifying unit.
  - In rate knowledge, earned advance CM NEC and/or other CM, NCF related NECs if possible. Safety or Quality Control programs.
  - Sailor 360 involvement, facilitator, leadership roles.
  - FCPO association involvement, leadership roles a plus.
  - JPPME, PPME, SEA, Formal and professional education.
  - Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
  - Did not have gaps in eval continuity.

### Considerations for advancement from E7 to E8

8. E8 Selection Board. Most Fully Qualified CECs for promotion to CECS demonstrate the following:
- Sustained superior performance broke out among their peers.
  - Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors. Excelling at multiple commands, didn't stay in comfort zone.
  - Earning special qualifications when available.
  - In rate knowledge, earned advance CE NEC and/or other CE, NCF related NECs if possible. Safety or Quality Control programs.
  - Sailor 360 involvement, facilitator, leadership roles.
  - Mess/CPOA association involvement, leadership roles a plus.



## CM CAREER PATH SELECTED RESERVE (SELRES)



- Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
- JPPME, PPME, SEA, Formal and professional education.
- Serving as a Company Operations or Training Chief or equivalent.
- CMEO, Career Counselor or special program leader.
- Did not have gaps in eval continuity.

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

9. E9 Selection Board. Most Fully Qualified CECSs for promotion to UCCM demonstrate the following:
  - Sustained superior performance broke out among their peer.
  - Documented ever increasing CHALLENGING leadership roles, results of leadership on commands mission and Sailors. Excelling at multiple commands, didn't stay in comfort zone.
  - Earning additional special qualifications when available.
  - Sailor 360 involvement, facilitator, leadership roles.
  - Mess/CPOA association involvement, leadership roles.
  - Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
  - JPPME, PPME, graduate of SEA, formal and professional education.
  - Serving as NMCB/NCR Operations or Training Chief or Company Chief or equivalent.
  - CMEO, Career Counselor or special program leader.
  - Involvement in committees or boards that help in development of Sailors and/or your community.
  - Did not have gaps in eval continuity.