



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

Reserve Special Warfare Boat Operators (SB) provide support to Naval Special Warfare (NSW) Active Duty Commands and Special Operations initiatives in support of ongoing planned and emergent NSW Global Force Management requirements that include Operational Planning, organic and joint national exercises and DEPORD taskings. Reserve SBs support and perform maritime special operations in open ocean, littoral and riverine environments in support of active duty components and mission requirements. They are experts in special operations tactics, small unit leadership, detailed mission planning, cultural awareness, advanced weapons tactics, preventative and corrective craft maintenance, tactical communications, long-range, over the horizon and riverine navigation, tactical combat medicine and intelligence operations. Every member of a Special Boat Team receives in-depth cross training to enable them to perform in multiple positions aboard special operations combatant-craft.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	SBCM	19.8 Yrs	CSEL	N/A	6 th Non Operational or 8 th Operational Tour (Mobilization) Billet: CSEL, LCPO, Staff duty. Duty: Team, Unit, Group, Department, TSOC
26-28	SBCM	19.8 Yrs	CSEL	N/A	5 th Non Operational or 7 th Operational Tour (Mobilization) Billet: CSEL, LCPO, Staff duty. Duty: Team, Unit, Group, Department, TSOC
23-26	SBCM SBCS	19.8 Yrs 15.1	CSEL	N/A	4 th Non Operational or 6 th Operational Tour (Mobilization) Billet: CSEL, LCPO, Staff duty. Duty: Team, Squadron, CNSWC, NSWCEN, NSW Groups, NSW Units, TSOC Qualification: SWCC Senior, Master
20-23	SBCM SBCS SBC	19.8 Yrs 15.1 12.2	CWO, CSEL	N/A	3 rd Non Operational or 5 th Operational Tour (Mobilization) Billet: Team/DET CPO, Staff duty, LNO. Duty: Team, Unit, Group, Department, TSOC Qualification: SWCC Senior, Master
17-20	SBCM SBCS SBC	19.8 Yrs 15.1 12.2	CWO, CSEL	N/A	2 nd Non Operational or 4 th Operational Tour (Mobilization) Billet: Team/DET CPO, Staff duty, LNO. Duty: Team, Unit, Group, Department, TSOC Qualification: SWCC Basic, Senior, Master
14-17	SBCS SBC SB1	15.1 Yrs 12.2 7.4	CWO	N/A	3 rd Operational Tour (Mobilization) Billet: LPO/LCPO, MLE Team Leader, Duty: Team, Unit, Group, Department, TSOC Qualification: SWCC Basic, Senior, Master
10-13	SBC SB1	12.2 Yrs 7.4	CWO	N/A	1 st Non Operational Tour (Mobilization) Billet: Instructor, Staff duty. Duty: NSWDG, NSWCEN, NSW Groups, NSW Units. NECC Qualification: MTS



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1-10	SB1 SB2 SB3	7.4 Yrs 2.8 1.3	STA-21, MECP, OCS, Naval Academy, NROTC OCS, MECP, SOCM, SOT-M	N/A	1 st 2 nd Operational Tour Billet: SWCC, Boat Crew Leader, Troop Lead Navigator Duty: Team, Squadron., MLE Member Qualification: Chief Engineer, SWCC Senior, SWCC Basic.
0-1+	SB3 SBSN SBSA Accession Training	1 Yr		N/A	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 required.
2. This is not a compression rating.
3. Rating NECs O52A - Special Warfare Combatant-craft Crewman (SWCC)
 O91A - Naval Special Warfare (NSW) Special Operations Tactical Medic (SO-TM)
4. In addition to the above career path, an SB is advanced due to his proven operational leadership, performance and qualifications commensurate with pay grade and/or Naval Special Warfare community requirements
5. An operational tour, or mobilization is defined as minimum of 120 days and maximum of 365 days. If still on Active Duty, the operational tour defaults to a standard pre-deployment work-up phase and deployment. As a SELRES, these roles must be in direct support of Naval Special Warfare and/or US Special Operations Command staffing, strategic or operational requirements.
6. A non-operational tour is defined as maintaining a leadership role in direct support of Naval Special Warfare Reserve organization and support (Detachment LCPO, Troop LCPO, etc.). These roles do not include NOSC support roles.

Considerations for advancement from E6 to E7

- a. Prior to selection to E7 a candidate should have completed three operational tours or mobilizations, two of which should be leadership tours as a Boat Crew Leader and/or DET LPO. Preferably, the candidate will hold the Boat Captain qualification (SWCC Senior).
- b. Candidates should have completed LPO COI.
- c. The following are leadership positions and should appear in evaluation block 29. They can also be used in block 40/41 for future career milestone recommendations. Primary Duties other than those listed below are considered diversifying and enhancing for an individual's career, provided that the leadership roles are in direct support of NSW or SOCOM global mission requirements. For positions other than those listed below, verify with Board Rating SME for past leadership position nomenclature.
 - a. DET LPO
 - b. TROOP LPO



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- c. BOAT CREW LDR: Combatant Craft Boat Crew Leader
- d. Operations LPO
- e. OIC/AOIC, Maritime Support Vessel (MSV)
- f. SR TRP LPO: Special Reconnaissance Troop LPO

Considerations for advancement from E7 to E8

- a. Prior to selection to E8, a candidate should have completed an operational leadership tour or mobilization as a DET LCPO, DET CDR, or leadership role in direct support of NSW or SOCOM global mission requirements. Preferably, the candidate will hold the Boat Captain qualification (SWCC Senior) or Patrol Officer qualification (SWCC Master); or the candidate will hold qualifications and demonstrated leadership experience in line with a specific role supporting global mission requirements.
- b. Candidates should have completed the following: NSW PLT Leaders COI.
- c. The following are leadership positions and should appear in evaluation block 29. They can also be used in block 40/41 for future career milestone recommendations. Primary Duties other than those listed below are considered diversifying and enhancing for an individual's career, provided that the leadership roles are in direct support of NSW or SOCOM global mission requirements. For positions other than those listed below, verify with Board Rating SME for past leadership position nomenclature.
 - a. DET LCPO
 - b. DET CDR
 - c. Operations LCPO
 - d. OIC/AOIC, Maritime Support Vessel (MSV)

Considerations for advancement from E8 to E9

- a. Prior to selection to E9, a candidate should have completed an operational leadership tour or mobilization as a TROOP LCPO, DET CDR, OPS LCPO, TRNG LCPO or significant leadership role in direct support of NSW or SOCOM global mission requirements. Preferably, the candidate will hold the Boat Captain qualification (SWCC Senior) or Patrol Officer qualification (SWCC Master); or the candidate will hold qualifications and demonstrated leadership experience in line with a specific role supporting global mission requirements.
- b. Candidates should have completed the following JPME/PME: JSOFSEA, or Navy SEA.
- c. The following are leadership positions and should appear in evaluation block 29. They can also be used in block 40/41 for future career milestone recommendations. Primary Duties other than those listed below are considered diversifying and enhancing for an individual's career, provided that the leadership roles are in direct support of NSW or SOCOM global mission requirements. For positions other than those listed below, verify with Board Rating SME for past leadership position nomenclature.
 - a. TROOP LCPO
 - b. DET LCPO
 - c. NSW Team, Unit, Group, TSOC staff LCPO (ex. OPS/TRNG)
 - d. Task Force LNO

Operational/Non-Operational Tours, NSW and SOCOM mission requirements



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1. Tours, assignments, and programs listed below are critical to the overall mission of Naval Special Warfare and/or the global mission requirement of the US Special Operations Command. Although career diversifying and enhancing to an individual's career, these leadership roles are not disqualifiers from consideration for advancement. Based on US Special Operations needs and requirements, these tours may replace the required operational career milestone for each pay grade. Verify leadership position and scope of impact with Board Rating SME.
 - a. Operational Tour
 - i. MLE TM LDR: PRI: Military Liaison Element Team Leader
MLE TM MBR: PRI: Military Liaison Element Team Member
SOFLE TM LDR: PRI: SOF Liaison Element Team Leader
SOFLE TM MBR: PRI: SOF Liaison Element Team Member
PRDO: Personnel Resources' Development Office
 - b. Training Tour
 - i. NSWBTC: Basic Training Command LPO/LCPO
NSWATC: Advanced Training Command LPO/LCPO
TRADET: Groups 1 / 2
NSW Groups 4 / 10 / DET Stennis
NSW Special Reconnaissance Teams 1 / 2
Special Boat Teams 12 / 20 / 22
NSW Development Group
CENSEALSWCC
Training LCPO
Phase LPO/LCPO – Orientation/BCT/CQT
NAVSCIATTS Master Training Specialist (MST)
 - c. Staff Tour
 - i. NSWBTC: Basic Training Command
NSWATC: Advanced Training Command
COMNAVSPECWARCOM
COMNAVSPECWARGRU 1 / 2 / 3 / 4 / 10 / 11
NSW Development Group
NSW Units 1 / 2 / 3 / 4 / 10
TSOC: Theater Special Operations Command
NAVSCIATTS
USSOCOM
CNRC/NSW Motivator
2. Advanced Education: NSW Reserve personnel are strongly encouraged to pursue goals in higher education. NSW Reserve personnel may also apply to advanced education programs (e.g. Naval Postgraduate School, Joint Special Operations University Senior Enlisted Academy, etc.), after the completion of one operational leadership tour and providing that they meet eligibility requirements as prescribed in applicable instructions and messages. For key leadership roles that impact US Special Operations or global strategy, strong value is placed upon an NSW Reserve member's level of education and civilian work capacity.