



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



Special Warfare Operators (SO) are responsible for training and preparation for execution of special operations in maritime, urban, desert, jungle, arctic and mountain environments. SOs are experts in special operations tactics and technical knowledge; mission planning; cultural awareness; small-unit leadership; operational risk management; tactical, operational and strategic thinking; tactical communications; tactical air control/terminal guidance; combat diving; para-drop operations; small boat operations; tactical ground mobility; small arms and crew-served weapons; fast roping and rappelling; demolitions/explosive breaching; trauma care; intelligence gathering and interpretation; transportation and logistics; and chemical/biological/radiological/nuclear defense measures. The SO rate is Sea-duty intensive.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
25-30	SOCM	22.8 Yrs	CSEL	N/A	6 th Operational or Non Operational Tour Billet: FORCM, CSEL. Duty: Team, Squadron, SRT, CNSWC, NSWCEN, TRADET, NSW Group, NSW Unit, or TSOC. Schools: Keystone Course
21-25	SOCM	22.8 Yrs	CWO, CSEL	N/A	5 th Operational or Non Operational Tour Billet: CSEL, Staff Dept/DIV SEL. Duty: Team, Squadron, SRT, CNSWC, NSWCEN, TRADET, NSW Group, NSW Unit, or TSOC. Schools: CMC/COB, Summit Course (CEP-4), NSW CO/CMC COI.
17-21	SOCM SOCS SOC	22.8 Yrs 17.8 14.0 Yrs	CWO, CSEL	N/A	4 th Operational Tour Billet: PLT LCPO, TRP LCPO, OPS LCPO. Duty: Team, Squadron, SRT, or TSOC. Schools: JSOF-SEA (CEP-3).
14-17	SOCS SOC	17.8 Yrs 14.0	CWO, OCS	N/A	3 rd Operational Tour Billet: PLT/SQD/SR-Troop LPO, PLT/SR-Troop LCPO, TM LDR, Instructor, Dept LPO, TRNG LPO. Duty: Team, Squadron, or SRT Qualification: Air OPS Inst, ROIC, CQC/EB/DR/DGM RANGE SAFETY OFFICER, MFF/JM, SDV DV Sup. Schools: Sniper, Breacher, ASOT II & III, TSO, Joint Courses.
10-14	SOCS SOC SO1	17.8 Yrs 14.0 7.0		N/A	1 st Non Operational Tour Billet: Instructor, Dept LPO/LCPO, TRNG LPO/LCPO, Staff LPO/LCPO. Duty: NSWCEN, TRADET, NSW Group, or NSW Unit. Qualification: Air OPS Inst, ROIC, CQC/EB/DR/DGM RANGE SAFETY OFFICER, MFF/JM, SDV DV Sup. Schools: Sniper, Breacher, ASOT II & III, TSO, Joint Courses, CEP-2, NSW PLT Leaders COI.



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2-10	SOC SO1 SO2 SO3	14.0 Yrs 7.0 3.2 2.0	STA-21, OCS	N/A	1 st /2 nd Operational Tour Billet: Team PLT/SQD MBR, or PLT/SQD/SR LPO Duty: Team, Squadron, or SRT Qualification: DV Sup, ROIC, SR-Troop. RANGE SAFETY OFFICER, HRST Master, SL/JM, NSW Medic, JTAC, SNEC 9502. Schools: NSW Comms, Sniper, Breacher, ASOT II, CEP-1, NSW LPO Course.
1-2	SEAL accession/pipeline training. Gain NEC O26A upon completion of SQT.	Advancement to SO3 upon completion of SQT. (1.5-2.0 Yrs)	Combat Medic - SNEC O91A/2. SDV Pilot/Navigator - SNEC O23A.	N/A	Recruit Training. Basic Underwater Demolition/SEAL (BUD/S) training. Military Static Line/Free-Fall parachute training. SEAL Qualification Training (SQT).

Notes:

1. "A" school is required.
2. In addition to the above career path, a SO is advanced due to his proven leadership, performance and qualifications.
3. This is not a compressed rating.
4. Rating NECs: O26A - Special Warfare Operator (SEAL)
 - O23A – Seal Delivery Vehicle (SDV) Operator
 - O19A - Naval Special Warfare (NSW) Sniper
 - O29A - NSW Development and Evaluation Operator
 - O92A - Naval Special Warfare Special Operations Combat Medic (SOCM)
5. A SELRES SO should successfully complete a mobilization prior to advancement to the next paygrade. A deployment during mobilization should be looked upon favorably.
6. Considerations for promotion from E6 to E7:
 - a. Prior to selection for E7, candidate shall successfully complete a NSW LPO/E6 operational leadership tour for a minimum of 12 months or a training leadership tour for a minimum of 24 months. Operational and training LPO assignments (Para 10a-b) fully meet the leadership milestone for PO1 to CPO. Staff (Para 10c) LPO tours do *NOT* meet selection criteria.
 - b. Successful completion is defined by the member earning a good performance mark on their evaluation as an LPO and meeting the 12 or 24 month leadership requirement.



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- c. Candidate should complete a diversity tour to one of the following commands (Any NSW Group, NSW Unit, TSOC, CNSWC, Special Reconnaissance Team (SRT), Special Boat Team, Any Training Command or Development Group).
- d. Candidate should have a minimum of four qualifications (Para 5), three basic leadership and one advanced. Member should have Letters of Designation for each basic leadership qualification.
- e. Candidate should complete the NSW LPO Course and the Career Education Program (CEP 1) Joint Fundamentals.
- f. Member should complete a minimum of three deployments at a SEAL Team, or a combination of operational NSW commands, with exception of SEAL Delivery Vehicle (SDV) as they deploy for purpose vice predictable rotations.
- g. E6's successfully completing a non-operational tour post successful completion of operational leadership position should be looked upon favorably.
7. Considerations for promotion from E7 to E8:
- a. Prior to selection for E8, candidate shall successfully complete a NSW LCPO/E7 operational leadership tour for a minimum of 12 months or a training leadership tour for a minimum of 24 months. Operational and training LCPO/E7 assignments (Para 10a-b) fully meet the leadership milestone for CPO to SCPO. Staff (Para 10c) LCPO/E7 tours do *NOT* meet selection criteria.
- b. Candidate should complete the NSW Platoon Leaders Course and the Career Education Program, (CEP 2) Enterprise Management.
- c. Candidate should complete a diversity tour to one of the following commands (Any NSW Group, NSW Unit, TSOC, CNSWC, Special Reconnaissance Team (SRT), Special Boat Team, Any Training Command or Development Group).
- d. Candidate should have a minimum of five qualifications (Para 5), three basic leadership and two advanced.
- e. E7's successfully completing a non-operational tour post successful completion of operational leadership position should be looked upon favorably.
8. Considerations for promotion from E8 to E9:
- a. Prior to selection for E9, candidate shall successfully complete a NSW LCPO/E8 operational leadership tour for a minimum of 12 months or a training leadership tour for a minimum of 24 months. Navy Reserve Unit (NRU) Senior Enlisted Leader (SEL) positions should be looked upon favorably. Operational and training LCPO/E8 assignments (Para 10a-b) fully meet the leadership milestone for SCPO to MCPO. Staff (Para 10c) LCPO/E8 tours do *NOT* meet selection criteria.
- b. Candidate should complete Career Education Program (CEP 3) Joint Senior Enlisted Academy (JSOF-SEA) or a service equivalent academy.
- c. Candidate should have a diversity tour to one of the following commands (Any NSW Group, NSW Unit, TSOC, CNSWC, Special Reconnaissance Team (SRT), Special Boat Team, Any Training Command or Development Group).
- d. Candidate should have a minimum of six qualifications (Para 5), three basic leadership and three advanced.



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e. E8's successfully completing a non-operational tour post successful completion of operational leadership position should be looked upon favorably.

9. Best qualified candidates will have a diverse background and have completed prescribed PME. Additional qualifications are listed below.

a. Basic Leadership Qualifications:

SL/JM – Static Line Jump Master
HRST – Helo Rope Suspension Technique Master/Cast Master
DV Sup – Diving Supervisor
RSO – Range Safety Officer to include: (Small Arms, Demolitions, Stand-Off Weapons/Rockets)

b. Advanced Qualifications:

MFF/JM - Military Freefall Jump Master
HRST Instructor
NSW Air Ops Trainer
NSW Air Ops Trainer Examiner
NSW Sniper
NSW Communicator
NSW Breacher
JTAC - Joint Terminal Air Controller
JTAC Instructor
JTAC Evaluator
SDV Operator - 5323
SDV DV Sup – SDV Diving Supervisor
ASDS Lock In/Out Supervisor
NSW Medic – 5391/5392
Outboard Overhaul Mechanic

ROIC – Range Officer In Charge
Dynamic Fire and Movement
Range Safety Officer (RSO)
Close Quarters Combat RSO
Indirect Fire (Mortars) RSO
Dynamic Ground Mobility Fire and
Movement RSO
Explosive Breaching RSO
Laser RSO
ASOT II
ASOT III
Technical Surveillance Operations
USN Instructor SNEC 9502
Master Training Specialists (MTS)
Language Qualification

10. NSW Tours:

a. Operational Tours:

SEAL Team – PLT or TRP
SEAL Delivery Vehicle (SDV) Team – PLT or TRP
SRT –Special Reconnaissance Team - Special Reconnaissance Troop
NSWAD – Naval Special Warfare Anchor Detachment
NSWDG – Naval Special Warfare Development Group
TACD&E – Tactical Development and Evaluation – Team or Troop
PRDO – Personnel Resources Development Office
SEAL Team SEVENTEEN – SELRES Mobilized
SEAL Team EIGHTEEN – SELRES Mobilized

b. Training Tours:

BTC – Basic Training Command
ATC – Advanced Training Command
TRADET Group 1, 2, and 3
NSWDG Selection & Training
SDV Training Cell
CENSEALSWCC



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Joint Special Operations Medical Training Center, FT Bragg
NSOMI - Naval Special Operations Medical Instructor
Cultural Engagement Unit (CEU)
Special Reconnaissance Troop
Special Operations Forces Liaison Element (SOFLE)
SEAL Team SEVENTEEN – SELRES Non-Mobilized
SEAL Team EIGHTEEN – SELRES Non-Mobilized

c. Staff Tours:

NSWC - Naval Special Warfare Center
NSW Units 1, 2, 3, 4, 10
CNRC/NSW Recruiter
Navy Personnel Command (Detailer, Community Manager)
NAVSPECWARCOM
NAVSPECWARGRU ONE, TWO, THREE, TEN, ELEVEN
USSOCOM
Navy Parachute Team
TSOC - Theater Special Operations Command
Navy Operational Support Commands (NOSC) other than SEAL Team 17 and SEAL Team 18
Navy Reserve Operational Support Units (OSU) other than SEAL Team 17 and SEAL Team 18

d. Advanced Education:

NSW personnel may apply to approved advanced education programs (e.g. Naval Postgraduate School, Advanced Education Voucher, etc.) upon completion of first operational tour and meeting other eligibility requirements as prescribed in applicable instructions and messages.