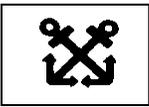


**BM CAREER PATH
FULL TIME SUPPORT (FTS)**



Boatswain's Mate, the oldest rate in the Navy, has a rich history of honored traditions. BMs are the leaders and backbone of every ship's crew. A Boatswain's Mate maintains the exterior surfaces of ships, deck handling machinery and equipment, handles cargo, operates small boats during a number of evolutions including Anti-Terrorism Operations and Maritime Interdiction boardings of suspect ships. Boatswain's Mate's ashore are assigned at Navy Operational Support Centers and ISIC assignments to provide administrative support.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	BMCM	22.2 Yrs	CMDCM	36/36	Follow on Sea/Shore Tours
23-26	BMCM BMCS	22.2 Yrs 16.7	CMDCM, CMDCS, CMD SEL	36/36 48/36	4 th Sea Tour Billet: CMDCM/CMDCS/CSEL, Dept LCPO Duty: LHD, LHA, CRS, NCHB Qualification: SEA
20-23	BMCM BMCS BMC	22.2 Yrs 16.7 13.8	CWO, CMD SEL	36/36 48/36 48/36	3 rd Shore Tour Billet: CSEL, Training Officer, Dept/Div LCPO, Harbor Pilot Duty: NOSC Admin/Operational Staff. Qualification: CDO, ACDO
16-20	BMCS BMC BM1	16.7 Yrs 13.8 9.3	LDO, CWO, OCS, MECP, CMD SEL, RDC, Instructor	48/36 48/36 48/36	3 rd Sea Tour Billet: Dept/Div LCPO, Ship's Bos'n, Craft Master Duty: Ship/Craft Unit Qualification: CDO, OOD, LTC, STT Section Leader, Safety Officer
12-16	BMCS BMC BM1	16.7 Yrs 13.8 9.3		48/36 48/36 48/36	2 nd Shore Tour Billet: LCPO Duty: NOSC Admin/Operational Staff. Qualification: Craftmaster, MTS, Harbor Pilot
8-12	BMC BM1 BM2	13.8 Yrs 9.3 4.8		48/36 48/36 48/36	2 nd Sea Tour Billet: LCPO/LPO Duty: Ship/Craft Unit Qualification: JOOD, WCS, DCTT, LSE, LPO, NAVLEAD, Safety Supervisor
4-8	BM1 BM2 BM3	9.3 Yrs 4.8 2.8	STA-21, OCS, MECP, RDC, Instructor.	48/36 48/36 48/36	1 st Shore Tour Billet: WCS/LPO, Rigger, Technician. Duty: NOSC Admin/Operational Staff. Qualification: MTS
1-4	BM2 BM3	4.8 Yrs 2.8	Naval Academy, NROTC	48/36 48/36	1 st Sea Tour Billet: BMOW, Cargo Handler, Deck Seaman, Small Boat Coxswain, SAR Swimmer Duty: Ship Qualification: DCPO, POOW, 3-M SUP, ESWS, USCG Ordinary Seaman, Rig Captain
1+/-	BM3 BMSN BMSA Accession Training	9 Months		48/36 48/36	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.



BM CAREER PATH
FULL TIME SUPPORT (FTS)



Notes:

1. "A" School NOT required.
2. This is not a compression rating.
3. BM-FTS is an intensive rate.

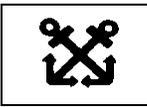
Considerations for advancement from E6 to E7

1. Sea Assignments (all)

- LPO
- OOD I/P
- At least one warfare pin
- STT or other Training Team Member. Repair Locker Leader or other Damage Control organization involvement
- 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
- ANAV qualified
- Watchbill Coordinator duties
- Rig Captain
- Deck Safety
- Patrol Leader (weapon release authority)
- Hatch Captain

2. Shore Assignments (all)

- Detailer
- Training Teams (CRF TEU/EOD TEU) MTS at completion all ranks
- RDC (MTS at completion-all ranks)
- 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
- LPO
- Department Head



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



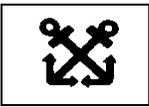
Considerations for advancement from E7 to E8

1. Sea Assignments (all)

- Department LCPO
- Should be qualified OOD(I/P), Section Leader, and other outside the normal scope (ie: ATTWO, Senior Watchbill Coord etc)
- At least one warfare pin
- STT Coordinator or STT Assistant Coordinator
- Flight Deck Officer (FDO)
- Helicopter Control Officer (HCO)
- DCTT team or other Training Team Member. Repair Locker Leader or other Damage Control organization involvement
- Enlisted Watchbill Coordinator
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- 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
- Command collateral duties with documented impact
- Deck Safety Qualified in all evolutions
- Well Deck Safety Officer (Amphi)
- Crane Safety Officer (Amphi)
- Wells Deck Control (Amphi)

2. Shore Assignments (all)

- Detailer
- RDC
- ECM
- Training Teams (CRF TEU/EOD TEU) MTS at completion all ranks
- CDO Qualified
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- 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
- Command collateral duties with documented impact
- TYCOM
- NOSC CSEL



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



Considerations for advancement from E8 to E9

1. Sea Assignments (all)

- Department LCPO
- Deck Safety Qualified in all deck evolutions
- Section Leader, and other outside the normal scope (ie: ATTWO)
- At least one warfare pin
- DCTT Team or other Training Team Member. Repair Locker Leader or other Damage Control organization involvement
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- 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
- Command collateral duties with documented impact
- Department LCPO
- Senior Watchbill Coordinator
- STT Coordinator
- Tactical Action Officer (TAO)
- OOD Underway
- Well Deck Safety Observer (amphi)
- Crane Safety Officer (amphi)
- Well Deck Control (amphi)

2. Shore Assignments (all)

- LCPO/SEL at large training command.
- Head Detailer/Special Programs/ECM Tech Ad
- TYCOM
- RDC
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- 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
- Command collateral duties with documented impact