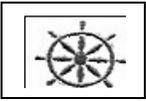


**QM CAREER PATH
(SW)**



Quartermasters (QM). QMs assist the Officer of the Deck and Navigator in all methods of navigation on the bridge aboard ship. They are responsible for the safe navigation of the ship, reliable communication with other vessels and shore stations, and the monitoring and recording of weather. In addition, they maintain ECDIS-N systems, charts, visual signaling instruments, weather monitoring equipment, and records for the ship's log. No two QMs will have the same career pattern; however, on average, the successful QM will complete these career milestones in about the same sequence indicated.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	QMCM	22.4 Yrs	CSEL, Enl Comm Mgr, Senior Enl Academy	36	4 th Shore Tour Billet: ECM, Admin/Operation Staff, LCPO. Duty: BUPERS, Instructor, Overseas. Qualification: CSEL, SEA
23-26	QMCM QMCS	22.4 Yrs 17.1	CSEL, CMC/CSC	48	4 th Sea Tour Billet: 3M Coordinator, Dept LCPO. Duty: CVN/LHA/LHD, Afloat Staff. Qualification: CSEL, SEA
20-23	QMCS QMC	17.1 Yrs 13.4	CWO, CSEL, RDC, Recruiting	36	3 rd Shore Tour Billet: Admin/Operation Staff, LCPO. Duty: Instructor, Overseas, Port Operations. Qualification: MTS, Harbor Pilot, Tugmaster, CSEL
16-20	QMCS QMC	17.1 Yrs 13.4	LDO, CWO, OCS, MECP, CSEL, RDC, Recruiting, Instructor	48	3 rd Sea Tour Billet: Dept/Div LCPO, ANAV. Duty: Ship, Afloat Staff, LCAC Craft Master. Qualification: NTT, CSEL
12-16	QMC QM1	13.4 Yrs 9.3		36	2 nd Shore Tour Billet: Admin/Operational Staff. Duty: Instructor, Overseas, Port Operations. Qualification: MTS, Tugmaster, Harbor Pilot.
8-12	QM1 QM2	9.3 Yrs 4.7		60	2 nd Sea Tour Billet: LPO, LCAC Nav. Duty: Ship, Craft Unit. Qualification: OOD, JOOD, LCAC Navigator, QMOW
4-8	QM2 QM3	4.7 Yrs 2.4	STA-21, OCS, MECP, RDC Recruiting, Instructor.	36	1 st Shore Tour Billet: Admin/Operational Staff. Duty: Instructor, Recruiting, RDC, Physical Security. Qualification: MTS



**QM CAREER PATH
(SW)**



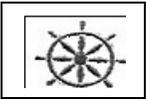
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-4	QM3 QMSN	2.4 Yrs 1.0	Naval Academy, NROTC	54	1 st Sea Tour Billet: Operator. Duty: Ship. Qualification: QMOW, Master Helmsman
1+/-	QM3 QMSN QMSA Accession Training	9 Months		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. Tour at BUPERS 3 as an Enlisted Community Manager (ECM) are for high-performing E8s or E9s. It is a highly competitive tour requiring thorough understanding of the Rating and manning and manpower policies. ECMs handle multiple Ratings affecting tens of thousands of Sailors, adjudicate Career Waypoints applications, develop and present advancement quotas, school quotas, accession and strength policies and initiatives for community health. Special consideration should be taken if SCVM is fulfilling and has documented performance in this position.
3. Tour at PERS as an "QM" Rating Detailer It is a highly competitive tour requiring thorough understanding of the Rating, manning and manpower policies. Special consideration should be taken if SCVM is fulfilling and has documented performance in this position.
4. Harbor Pilot, LCAC Navigator and Craftmaster is a special program that requires an arduous and extended training program to qualify, with billets that have increased responsibility.
5. Consideration should be given to sailors who have displayed sustained superior performance while serving in Naval Special Warfare (NSW) assignments. These assignments include but are not limited to Naval Special Warfare Command, NSW Groups, NSW Units, SEAL Teams, Boat Teams and NSW Logistical Support Units. Such assignments may not be typical of the traditional career path, yet still provide unique leadership and career enhancing opportunities valuable to a well-rounded naval career.

Consideration for advancement from E6 to E7

1. Sea Assignments (all)
 - Successful LPO tour
 - OOD I/P
 - Have at least one warfare pin
 - STT or other Training Team member
 - Command/ Asst Command Collateral (ie: ACFL, Heritage/Multicultural committee)
 - FCPOA involvement
 - ANAV qualified
 - Watchbill Coordinator
 - WCS and/or Dept 3MA
2. Shore Assignments (all)
 - Detailer
 - Training Teams (ATG/NFMT)



QM CAREER PATH (SW)



- Instructor Duty (MTS completion)
- RDC (MTS completion)
- ATG (ATS completion)

Considerations for advancement from E7 to E8

1. Sea Assignments (all)

- Successful Division or Department LCPO tour
- Qualified OOD(I/P), Section leader, and other outside the normal scope (ie: ATTWO)
- Have at least one warfare pin
- STT and/or SNTT Coordinator or Lead
- Command Collateral with documented impact (CFL, CMEO, CFS, DAPA, Mentorship, Sponsor)
- CPOA involvement
- Sailor 360 involvement
- Section Leader
- ANAV qualified

2. Shore Assignments (all)

- Detailer
- Instructor Duty
- LCPO QM "A" School
- RDC (MTS completion)
- ATG/NFMT (ATS completion)
- TYCOM
- Should be CDO Qualified
- Sailor 360 involvement

Considerations for advancement from E8 to E9

1. Sea Assignments (all)

- Successful Division or Department LCPO tour
- Section Leader, and other outside the normal scope (ie: ATTWO)
- At least one warfare pin
- Command Collateral with documented impact
- Sailor 360 involvement
- ANAV qualified
- Senior Watchbill Coordinator

2. Shore Assignments (all)

- LCPO/SEL at large training command
- Head Detailer/Special Programs/ECM Tech Ad
- ATG/NFMT (ATS completion)
- TYCOM
- RDC
- CDO Qualified