



## SB CAREER PATH



Special Warfare Boat Operators (SB) support and perform maritime special operations in open ocean, littoral and riverine environments. SBs are experts in special operations tactics, small unit leadership, detailed mission planning, cultural awareness, advanced weapons tactics, depot level maintenance, tactical communications, advanced craft operations and preventive and corrective maintenance, 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 other positions aboard special operations combatant-craft. The SB rate is Sea-duty intensive.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR SPECIAL PROGRAMS</b>	<b>SEA SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
28-30	SBCM	20.1 Yrs	CMC	36	5 <sup>th</sup> Non Operational or 8 <sup>th</sup> Operational Tour Billet: CMC, LCPO, Staff duty. Duty: Team, Squadron, CNSWC, NSWCEN, NSW Groups, NSW Units.
26-28	SBCM	20.1 Yrs	CMC	36	4 <sup>th</sup> Non Operational or 7 <sup>th</sup> Operational Tour Billet: CMC, LCPO, Staff duty. Duty: Team, Squadron, CNSWC, NSWCEN, NSW Groups, NSW Units.
23-26	SBCM SBCS	20.1 Yrs 16.9	CMC, CSC	36	3 <sup>rd</sup> Non Operational or 6 <sup>th</sup> Operational Tour Billet: LCPO, Staff duty. Duty: Team, Squadron, SA, NSWCEN, NSW Groups, NSW Units.
20-23	SBCM SBCS SBC	20.1 Yrs 16.9 11.6	CWO, CMC, CSC	36	2 <sup>nd</sup> Non Operational or 5 <sup>th</sup> Operational Tour Billet: LCPO, Staff duty. Duty: Team, Squadron, SA, NSWCEN, NSW Groups, NSW Units. Qualification: Master Mariner (Master).
17-20	SBCM SBCS SBC	20.1 Yrs 16.9 11.6	CWO, CMC, CSC	36	4 <sup>th</sup> Operational Tour Billet: Troop LCPO, Detailer, Staff duty, Team CPO. Duty: Team, Squadron, SA. Qualification: Master Mariner (Advanced).
14-17	SBCS SBC	16.9 Yrs 11.6	LDO, CWO, CSC	48	1 <sup>st</sup> Non Operational Tour Billet: Troop LCPO, Instructor, Staff duty. Duty: NSWCEN, NSW Groups, NSW Units. Qualification: MTS, Patrol Officer.
9-14	SBC SB1	11.6 Yrs 6.7	LDO, CWO	48	3 <sup>rd</sup> Operational Tour Billet: Boat Crew Leader, Team LPO, Team CPO, MLE Team Leader, CFT. Duty: Team, Squadron, SA. Qualification: Patrol Officer, SWCC Master.
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR SPECIAL PROGRAMS</b>	<b>SEA SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>

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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
6-9	SB1 SB2	6.7 Yrs 2.5	LDO, OCS, MECP	60	2nd Operational Tour Billet: Boat Crew Leader, Instructor, Troop Lead Navigator, MLE Member. Duty: Team, Squadron. Qualification: Boat Captain, MTS, Master Mariner (Intermediate), SWCC Senior.
1-6	SB2 SB3	2.5 Yrs 1.4	STA-21, MECP, OCS, Naval Academy, NROTC	60	1 <sup>st</sup> Operational Tour Billet: SWCC, Boat Crew Leader. Duty: Team, Squadron. Qualification: Chief Engineer, Boat Captain, Master Mariner (Basic), SWCC Basic.
0-1+	SB3 SBSN SBSA Accession Training	1 Yr			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.
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Notes:

1. In addition to the above career path, an SB is advanced due to his proven leadership, performance and required qualifications commensurate with paygrade.
2. The following are the only recognized current 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 diversity and are enhancing for an individual's experience. For positions other than listed below, verify with Board Rating SME for past leadership position nomenclature.
3. Considerations for promotion from E6 to E7:
  - a. Prior to selection for SBC the candidate should have successfully completed an LPO tour for a minimum of 12 months. Should be qualified as a SWCC Senior (prior to 2012, Boat Captain should be annotated).
  - b. Candidate should complete the NSW LPO Course and if possible the Career Education Program (CEP 1) Joint Fundamentals.
  - c. Leadership Positions:

TRP LEAD NAV - Troop Lead Navigator  
 MOB TRP LPO – Mobility Troop Leading Petty Officer  
 TEAM LPO – Team Leading Petty Officer  
 NSWAD LPO – Naval Special Warfare Anchor Detachment Leading Petty Officer  
 CFT/SO LPO – Cross Functional Team Leading Petty Officer  
 ADV TRNG LPO - Advanced Training Leading Petty Officer  
 MS&T LPO – Maritime Selection and Training Leading Petty Officer  
 TRNGLPO – Training Department Leading Petty Officer

## SB CAREER PATH

PHASE LPO – Orientation, BCT, CQT Leading Petty Officer  
SCS LPO – SWCC Core Skills Leading Petty Officer  
BGS TRNG LPO – Basic Ground Skills Training Leading Petty Officer

#### 4. Considerations for promotion from E7 to E8:

- a. Prior to selection for SBCS the candidate should have successfully completed tour as a Team Chief, MLE Team Leader or documented operational leadership. Should be qualified as a SWCC Master (prior to 2012, Patrol Officer should be annotated).
- b. Candidate should complete the NSW Platoon Leaders Course and if possible the Career Education Program (CEP2) Enterprise Management.
- c. Leadership Positions:

##### TEAM CHIEF

MOB TEAM CPO – Mobility Team Chief Petty Officer  
CFT/SOCHIEF – Cross Functional Team Chief Petty Officer  
NSWAD CHIEF - Naval Special Warfare Anchor Detachment Chief Petty Officer  
MLE TM LEADER – Military Liaison Team Leader  
ADV TRNG LCPO – Advanced Training Leading Chief Petty Officer  
PHASE CHIEF - Orientation Chief Petty Officer  
MAINT CHIEF – Maintenance Chief Petty Officer  
SCS LCPO - SWCC Core Skills Leading Chief Petty Officer  
BGS LCPO – Basic Ground Skills Leading Chief Petty Officer

#### 5. Considerations for promotion from E8 to E9:

- a. Prior to selection for SBCM the candidate should have successfully completed a tour as LCPO with successful completion as a Troop LCPO. Should be qualified as a SWCC Master (prior to 2012, Patrol Officer should be annotated).
- b. Candidate should complete Career Education Program (CEP 3) Joint Senior Enlisted Academy (JSOF-SEA) or a service equivalent academy.
- c. Leadership Positions:

MOB TRP LCPO – Mobility Troop Leading Chief Petty Officer  
TROOP LCPO – Troop Leading Chief Petty Officer  
MS&T LCPO - Maritime Selection and Training Leading Chief Petty Officer  
NSWAD LCPO – Naval Special Warfare Anchor Detachment Leading Chief Petty Officer  
CFT/SO LCPO – Cross Functional Troop Leading Chief Petty Officer  
OPS LCPO – Operations Department Leading Chief Petty Officer  
TRAINING LCPO – Training Department Leading Chief Petty Officer  
PHASE LCPO - BCT, CQT Leading Chief Petty Officer  
STT LCPO – SWCC Training Troop Leading Chief Petty Officer