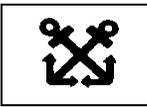


**BM CAREER PATH  
(SW)**



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.

| <b>YEARS OF SERVICE</b> | <b>CAREER MILESTONES</b> | <b>AVERAGE TIME TO PROMOTE</b> | <b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>                    | <b>SEA/SHORE FLOW</b> | <b>TYPICAL CAREER PATH DEVELOPMENT</b>   |
|-------------------------|--------------------------|--------------------------------|---|-----------------------|--|
| 26-30                   | BMCM                     | 21.5 Yrs                       | CMC   | 36                    | Follow on Sea/Shore Tours.   |
| 23-26                   | BMCM<br>BMCS             | 21.5 Yrs<br>17.1               | CMC, CMDCS  | 48                    | 4 <sup>th</sup> Sea Tour<br>Billet: CMDCM, Dept LCPO.<br>Duty: CVN, LHD, LHA.<br>Qualification: SEA.   |
| 20-23                   | BMCM<br>BMCS<br>BMC      | 21.5 Yrs<br>17.1<br>12.9       | CWO, CMC,<br>CMDCS.   | 36                    | 3 <sup>rd</sup> Shore Tour<br>Billet: CMC, SEA, Training Officer,<br>Dept/Div LCPO, Harbor Pilot.<br>Duty: Admin/Operational Staff.<br>Qualification: CDO, ACDO.                       |
| 16-20                   | BMCS<br>BMC<br>BM1       | 17.1 Yrs<br>12.9<br>9.8        | LDO, CWO, OCS,<br>MECP, CMDCS,<br>RDC, Recruiting,<br>Instructor. | 48                    | 3 <sup>rd</sup> Sea Tour<br>Billet: Dept/Div LCPO, Ship's Bos'n,<br>Craftmaster.<br>Duty: Ship/Craft Unit.<br>Qualification: CDO, OOD, LTC,<br>Section Leader, Safety Officer.         |
| 12-16                   | BMCS<br>BMC<br>BM1       | 17.1 Yrs<br>12.9<br>9.8        |   | 36                    | 2 <sup>nd</sup> Shore Tour<br>Billet: LCPO, LPO, POIC, Maintenance<br>Technician.<br>Duty: Admin/Operational Staff.<br>Qualification: Craftmaster, MTS, Harbor<br>Pilot.               |
| 8-12                    | BMC<br>BM1<br>BM2        | 12.9 Yrs<br>9.8<br>4.9         |   | 60                    | 2 <sup>nd</sup> Sea Tour<br>Billet: Maintenance Technician, LPO,<br>SAR Swimmer.<br>Duty: Ship/Craft Unit.<br>Qualification: JOOD, WCS, DCTT, LSE,<br>LPO, NAVLEAD, Safety Supervisor. |
| 4-8                     | BM1<br>BM2<br>BM3        | 9.8 Yrs<br>4.9<br>2.4          | STA-21, OCS,<br>MECP, RDC,<br>Recruiting,<br>Instructor.          | 36                    | 1 <sup>st</sup> Shore Tour<br>Billet: Rigger, Technician.<br>Duty: Admin/Operational Staff.<br>Qualification: MTS.   |
| <b>YEARS OF SERVICE</b> | <b>CAREER MILESTONES</b> | <b>AVERAGE TIME TO PROMOTE</b> | <b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>                    | <b>SEA/SHORE FLOW</b> | <b>TYPICAL CAREER PATH DEVELOPMENT</b>   |



**BM CAREER PATH  
(SW)**



| <b>YEARS OF SERVICE</b> | <b>CAREER MILESTONES</b>                     | <b>AVERAGE TIME TO PROMOTE</b> | <b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b> | <b>SEA/ShORE FLOW</b> | <b>TYPICAL CAREER PATH DEVELOPMENT</b>   |
|-------------------------|--|--------------------------------|--|-----------------------|--|
| 1-4                     | BM2<br>BM3                                   | 4.9 Yrs<br>2.4                 | Naval Academy,<br>NROTC                        | 60                    | 1 <sup>st</sup> Sea Tour<br>Billet: BMOW, Cargo Handler,<br>Deck Seaman, Small Boat Coxswain,<br>SAR Swimmer.<br>Duty: Ship.<br>Qualification: DCPO, POOW, 3-M SUP,<br>ESWS, USCG Ordinary Seaman, Rig<br>Captain. |
| 1+/-                    | BM3<br>BMSN<br>BMSA<br>Accession<br>Training | 9 Months                       |  | N/A                   | Recruit Training and all schools or<br>training events required to be completed<br>prior to reporting to their first operational<br>command.   |
| <b>YEARS OF SERVICE</b> | <b>CAREER MILESTONES</b>                     | <b>AVERAGE TIME TO PROMOTE</b> | <b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b> | <b>SEA/ShORE FLOW</b> | <b>TYPICAL CAREER PATH DEVELOPMENT</b>   |