



**MM CAREER PATH
(SW)**



Machinist's Mates (Surface) (MM) operate and maintain steam turbines and reduction gears used for ship propulsion and auxiliary machinery such as turbo-generators, pumps and oil purifiers. They also maintain auxiliary machinery outside of main machinery spaces, such as electro-hydraulic steering engines and elevators; operate and maintain desalination plants used to make fresh water from sea water; operating and servicing refrigeration plants and air conditioning systems. They may also operate and maintain compressed gas producing plants.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	MMCM	22.8 Yrs	Senior Enl Academy	36	4 th Shore Tour Billet: Dir of Training, Ship Supe, ATG Lead, Instructor. Duty: RMC, ATG, Squadron. Qualification: SPGI.
24-27	MMCM MMCS	22.8 Yrs 18.4	CMC, CSC, Staff Duty	42	4 th Sea Tour Billet: Dept. LCPO, 3MC. Duty: CVN, AS, CG, CORIVRON, DDG, EOD, FFG, LHA, LHD, LPD, LSD, Staff Qualification: ESWS, EAWS, EOOW, ETT Coordinator, SPGI.
21-24	MMCM MMCS MMC	22.8 Yrs 18.4 13.1	CWO, CMC, CSC, Staff Duty, RDC, Recruiter	36	3 rd Shore Tour Billet: Dept. LCPO, Ship Supe, Instructor Duty: RTC, Recruiting, NSYD, SRF, RMC. Qualification: MTS, ATS, SGPI.
17-21	MMCS MMC	18.4 Yrs 13.1	CWO, CSC, Staff Duty,	48	3 rd Sea Tour Billet: LPO, LCPO, 3MC. Duty: CVN, AS, CG, CORIVRON, DDG, EOD, FFG, LHA, LHD, LPD, LSD, Staff Qualification: ESWS, Engine Room Operator, EOOW, ETT Coordinator, SPGI.
14-17	MMC MM1	13.1 Yrs 9.5	LDO, CSC, Staff Duty, Brig Duty, RDC, Recruiter	36	2 nd Shore Tour Billet: Instructor, Eng Repair Tech, Staff Duty: ATG, NSYD, RTC, SRF, RMC, Squadron. Qualification: MTS, ATS, SGPI.
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT



**MM CAREER PATH
(SW)**



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
9-14	MMC MM1 MM2	13.1 Yrs 9.5 4.6	LDO, CWO, Staff Duty	48	2 nd Sea Tour Billet: LCPO, LPO. Duty: CVN, AS, CG, CORIVRON, DDG, EOD, FFG, LHA, LHD, LPD, LSD, Staff Qualification: Prop Plant Mgr (4206 NEC), Equipment Operator/ Supervisor, Engine Room Operator/ Supervisor/ Chief Auxiliary Operator (CVNs) /A Division Central Control Desk Supervisor (CVNs)
6-9	MM1 MM2	9.5 Yrs 4.6	STA-21, OCS, MECP, NAVAL ACADEMY, NROTC, RDC, Recruiter, Instructor Duty, SARP, Staff Duty, Brig Duty	36	1 st Shore Tour Billet: Instructor, ENG Repair Tech. Duty: Instructor, RTC, Recruiting, RMC. Qualification: MTS, ATS.
2-6	MM2 MM3	4.6 Yrs 2.04	STA-21, OCS, MECP, NAVAL ACADEMY, NROTC,	60	1 st Sea Tour Billet: Maintenance person. Duty: CVN, AS, CG, CORIVRON, DDG, EOD, FFG, LHA, LHD, LPD, LSD, PC Qualification: ESWS, Equipment Operator, Engine Room operator, Auxiliary Machinery Operator (Aux Division).
1+/-	MMFN MMSA Accession Training	9 Months			Recruit Training, "A" and "C" Schools.
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT



MM CAREER PATH (SW)



BUPERS-32 (Surface Enlisted Community Manager) Notes:

Note:

Due to the EN/MM Rating Realignment in Spring 2013, 21% of all MMs at sea billets (967 out of 4565) are onboard the following platforms: CGs, DDGs, FFGs, CORIVRONs, Seal Teams, PCs and MCMs.

1. In rate shore duty is common at IMA and ATG. MMs are encouraged to do a tour as an instructor, recruiter or RDC.
2. The Boiler Inspector (SGPI) NEC 4503 program is open to E-7 and above. Sea duty for the (SGPI) Inspectors is limited to LHA/LHD Class ships. NEC 4503 duty is mostly shore duty.
3. MMs at all pay grades are encouraged to do an IA tour.
4. MMs serving on Steam Propulsion Ships are encouraged to complete their EOOW qualifications.
5. MMs serving on Non-Steam Propulsion Ships are encouraged to become leaders or members of major command training teams such as ETT or DCCT.
6. MMs at pay grades E-7 thru E-8 are encouraged to complete a 3M tour either at sea or as a 3M Inspector ashore.
7. Tours at Flag Staff Commands, NPC and BUPERS require screening.

Suggested Career Milestones to Attain Engineering Department LCPO (Top Snipe):

1. SEA 1 (approximately 5 years of service upon completion).
 - a. Advance to E-5.
 - b. Qualify: Propulsion Systems Monitor (PSM), Engine Room Monitor (ERM), Equipment Room Operator (ERO), Auxiliary Equipment Monitor (AEM), Electrical Plant Control Console (EPCC), Propulsion Auxiliary Control Console (PACC), Engineering Training Team (ETT), Work Center Supervisor (WCS)/Enlisted Surface Warfare Specialist (ESWS).
 - c. Purpose: These qualifications are part of the big picture required by a Departmental Leading Chief Petty Officer (DLCP). Each represent the building blocks necessary for a future DLCP to take the next step as the technical expert, whether it be teaching a "C" school on shore 2 or leading a main space as Leading Petty Officer (LPO)/LCPO on sea 2. These qualifications are the immediate predecessors to the Engineering Officer of the Watch qualification.
 - d. Prerequisites for Qualifications to include:
 - (1) ESWS.
 - (a) Qualify: Fire Party On Scene Leader, Chemical Biological Radiological (CBR), Investigator, Plotter.
 - (2) PSM/ERM.
 - (a) Qualify: 3M Maintenance Man, Basic Damage Control (DC), Sounding & Security, ASM, Switch Board Operator.



MM CAREER PATH (SW)



2. SHORE 1 (approximately 8 years of service upon completion).
 - a. E-5/E-6.
 - b. Regional Maintenance Center (RMC), In-Rate Instructor.
 - c. Purpose for these duties:
 - (1) Hone the journeyman skills and experiences required to maintain maximum operational capability of the engineering plant.
 - (2) First shore tour has been identified as the most flexible of all shore assignments and presents the optimal time for special program assignments.
 - d. Qualify Quality Assurance Inspector (QAI), Master Training Specialist (MTS).
3. SEA 2 (approximately 13 years of service upon completion).
 - a. E-6/E-7.
 - b. Qualify EOOW, ETT, Oil King, Department 3M Officer, Engineering Operational Sequencing System (EOSS) Custodian, Maintain Auto log, LPO/Division LCPO.
 - (1) These qualifications and programs all fall under the knowledge responsibilities of a Department LCPO. A complete and up to date knowledge of these qualifications and programs are the keystone principals for the Sailor.
 - d. If Small Ship: Department LCPO, ETT Coordinator.
4. SHORE 2 (approximately 16 years of service upon completion).
 - a. E-7/E-8 (Top Performers).
 - b. RMC (Ship Supervisor, QAO qualification), In-Rate Instructor, Afloat Training Group (ATG).
4. SEA 3 (approximately 20 years of service upon completion).
 - a. E-8/E-9 (Top Performers).
 - b. ETT Coordinator, Department LCPO.
 - c. Navy Enlisted Classification (NEC) 4206 (If not completed on second sea tour).
 - d. Engineering Dept. LCPO (“Top Snipe”)
5. SHORE 3 (approximately 24 years of service upon completion).
 - a. E-8/E-9.
 - b. Flag level duty/ATG Lead.
6. SEA 4 (approximately 27 years of service upon completion).
 - a. E-8/E-9.
 - b. Engineering Dept. LCPO (“Top Snipe”)