



## Senior Enlisted Marketplace Expansion Fact Sheet

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### BLUF

The Navy announced changes to the enlisted advancement system in NAVADMIN 305/23. The message announced the expansion of the Senior Enlisted Marketplace (SEM) to include Chief Petty Officers eligible for advancement via the selection board process in the Spring 2024. SEM is a fundamental shift in how enlisted Sailors will be advanced, using a billet-based advancement system.

### Who needs to know?

- Senior Chief Petty Officers eligible for the Spring 2024 Master Chief Petty Officer (FY25) board
- Chief Petty Officers eligible for the Spring 2024 Senior Chief Petty Officer (FY25) board
- Triads, Chiefs Mess

### What you need to know – key points

- The Senior Enlisted Marketplace, announced in NAVADMIN 305/23, brings billet-based advancements to Senior Enlisted E-7 to E-9 Sailors. This shift helps to align our most experienced enlisted Sailors to billets that specifically need their training, leadership and experience.
- Chief Petty Officer eligible for the Spring 2024 Senior Chief Petty Officer (FY-25) board will now be eligible for advancement via the Senior Enlisted Marketplace.
- This process better aligns Sailor talent with unit job requirements and seeks to advance Sailors who are committed to staying Navy. The change also aims to reduce disruption to Sailors, families, and commands when Sailors are realigned to positions that match their paygrade outside of their normal permanent change of station timelines.
- During the transition period, as we stand up billet-based advancement and operationalize the Senior Enlisted Marketplace, the Navy will continue efforts to correct paygrade misalignments in Senior Enlisted paygrades through the Senior Enlisted Assignment Optimization process.
- Command Senior Enlisted Program, Nuclear, Musicians and Navy Special Warfare (Special Warfare Operators (SOs) and Special Warfare Boat Operators (SBs)) Sailors are not affected by this change and will remain under their respective legacy board and distribution processes.
- The next several years will see incremental changes in policy and information technology systems to support the Navy's eventual transition to a fully billet-based advancement system for E-5 to E-9 Sailors.

### Sample POD/POW Notes

- SENIOR ENLISTED MARKETPLACE. NAVADMIN 305/23 expands billet-based advancements to the Chief Petty Officer rank. The change first impacts CPOs and SCPOs eligible for the FY25 SCPO and MCPO boards respectively. Find out more at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace/>.
- SENIOR ENLISTED MARKETPLACE. SCPOs and CPOs eligible for the FY25 MCPO and SCPO board should check NAVADMIN 305/23. Find out more at: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace/> for more information.



## FAQ

### **Q1. Who is eligible for billet-based advancement based on NAVADMIN 305/23?**

**A1.** SCPOs and CPOs that are eligible for the Fiscal Year 2025 active duty Master Chief Petty Officer (MCPO) and active duty Senior Chief Petty Officer (SCPO) screening boards, and who are successfully screened as eligible candidates for advancement to advancement.

### **Q2. What will the new process look like for Sailors?**

**A2.** The process begins with the Fiscal Year 2025 active duty Master Chief Petty Officer and active duty Senior Chief Petty Officer advancement selection Senior Enlisted Marketplace screening board in Spring 2024. The board will issue a merit-reordered list of advancement-eligible E-8s and E-7s who will then compete in MyNavy Assignment (MNA) for MCPO/SCPO jobs against other screened current MCPOs, SCPOs and CPOs.

In the new screening board process (similar to officers), the board may reorder up to 15 percent of selected candidates with an asterisk “\*”. A merit selection will result in an increased score via the Sailor Scoring Criteria (posted on MyNavy HR SEM page)

- These Sailors can expect a “concierge detailing” experience, which means their detailer will call if the Sailor is not selected for one of the Sailor’s top two preferences during a MNA cycle, may agree to other, lower preference orders (applications 3-7); or reapply next cycle.
- Current MCPO's will continue to negotiate via the normal MNA process, and successfully-screened candidates can apply for up to seven billets per cycle, beginning with the August MyNavy Advancement cycle.
- Screened SCPOs/CPOs can enter the Senior Enlisted Marketplace regardless of their projected rotation date or order status, but must complete a minimum of 12 months at their current command before they can transfer.
- Screened SCPOs/CPOs can expect three potential outcomes within the Senior Enlisted Marketplace:
- Selected for an MCPO/SCPO job requirement. After receiving orders, passing related screening and obligating service, the Sailor can be frocked within 30 days of transfer and is advanced upon reporting to fill the higher paygrade requirement.
- Choose to take another SCPO/CPO job. A Sailor may choose to decline the advancement opportunity and instead take a SCPO/CPO job. Sailors may continue to apply for MCPO/SCPO jobs as long as they maintain their screening and eligibility for promotion.
- Not matched to a follow-on (promotion) position during the 24 month eligibility: Sailors will reboard for screening if eligibility is removed or expires.

### **Q3. What will happen to Sailors who aren’t screened to compete in the Senior Enlisted Marketplace?**

**A3.** Sailors who do not successfully screen to compete in the marketplace, but who remain advancement eligible in all other respects, will be eligible for screening during the next fiscal year’s board.

### **Q4. When will it transition to other ranks?**

**A4.** In time, billet-based advancements are expected to become the standard for E-5 through E-9 Sailors.

### **Q5. I am listed on the Screening board NAVADMIN, but don’t have an asterisk “\*” next to my name, what does that mean?**

**A5.** All Sailors listed on the screening board announcement NAVADMIN are considered “successfully screened” by the board and eligible for advancement. Sailors with an asterisk (“\*”) next to their name earn higher ranking when competing for jobs in MNA.

### **Q6. What if I am on the screening list NAVADMIN and am unable to successfully align to a higher paygrade requirement in MNA?**

**A6.** Screened Sailors who do not select for a higher paygrade will be allowed to compete within MNA for up to 24 months. After 24 months, Sailors will need to be re-screened at the next E-9 screening board.



**Q7. I'm on the screening list, when will I get frocked?**

**A7.** Sailors must first compete and be selected for a MCPO job. Once selected and screened, Sailors must obligate service for the length of the orders, then the Sailor can be frocked within 30 days prior to transfer and will advance to E-9 upon reporting to the MCPO job for permanent duty (after completing of any required schools).

**Q8. Can I apply for a job at my current rank?**

**A8.** Navy encourages screened Sailors to apply for jobs in the next higher paygrade, however, Sailors may apply for jobs in their current rank, and if selected, will fill a job requirement in their current paygrade.

**Q9. What happens if I do not get orders in the next paygrade, and my PRD is before the next year's marketplace opportunities?**

**A9.** Sailors who are not selected for a job or do not pass screening for a job (and therefore do not execute orders in the next higher paygrade), will continue to apply and compete for jobs in the higher grade through their eligibility. Sailor may apply for up to seven jobs per MNA cycle, which may include MCPO and SCPO applications.

**Q10. I just reported to my command, and found out I was screened as advancement-eligible, can I participate in the Senior Enlisted Marketplace?**

**A10.** Screened Sailors can enter the Senior Enlisted Marketplace regardless of their projected rotation date, but may be required to complete a minimum of 12 months at their current activity before they can transfer.

**Q11. I am under orders or already have negotiated orders, but I've been screened as eligible for E-9. Can I re-negotiate my orders?**

**A11.** Yes. Sailors already negotiating for PCS orders, pending manning actions, or who are in receipt of PCS orders may compete in MNA for a MCPO job, or choose to take a SCPO job.

**Q12. How will this effect High-Year Tenure?**

**A12.** Sailors who are close to high-year tenure remain advancement eligible, unless precluded by current advancement and high-year tenure policy. If selected as screening-board eligible for advancement, a Sailor who is close to high-year tenure will have their timeline suspended for the time they are participating in the Senior Enlisted Marketplace, not to exceed 24 months. If a screened Sailor is not selected for a job at the next higher paygrade within the allotted timeframe, then that Sailor would begin retirement or separation processing.

**Q13. Will all jobs for advancement be at-sea?**

**A13.** Jobs will be advertised based on fleet priorities, which may include sea and shore duty opportunities.

**Q14. How will Sea/Shore flow be impacted?**

**A14.** Sailors typically will retain their current Sea / Shore flow rotation until they are screened. Under the Senior Enlisted Marketplace, the Sailor has increased flexibility and career timing choices to compete for advancement opportunities in MNA.

**Q15. What can Sailors do to better prepare for the change?**

**A15.** Sailors are encouraged to review their records for accuracy on a regular basis, but especially prior to selection boards. Missing information that would not be corrected by the time a board convenes should be submitted via direct communication to the board. In addition, Sailors should review career progression development opportunities by talking to the Enlisted Community Managers and your mentors.

**Q16. Can I (or my CoC) request an Exception to Policy (ETP) for me to fill a MCPO billet onboard my current or projected activity?**

**A16.** The Senior Enlisted Marketplace is designed for qualified Sailors to compete for jobs where their skill sets and experience are the best fit, while advancing to that pay grade en route. Exception to policy approvals are rare, but all are considered. For more information on how to route an ETP, contact your detailer.