

ENLISTED CAREER GUIDE



JUNE 2020



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Seabees,

Michael Gerber stated, *“The difference between great people and everyone else is that great people create their lives actively, while everyone else is created by their lives, passively waiting to see where life takes them next. The difference between the two is the difference between living fully and just existing.”* This enlisted career guide will aid us to live fully and would like to take this opportunity to briefly discuss the purpose of it, provide thoughts on a successful career and share my expectations to you as a leader.

The purpose of this guide is fairly simple, but powerful. The Seabees prior to you and I, have built a strong foundation as our Force continues to excel and evolve in this ever changing environment. With that being said, this document will continue our “Can-Do” culture and provide you the knowledge and tools needed throughout your career. You are responsible for the management of your career and engaging with your Chain of Command and Detailers to assist you in achieving your professional and personal milestones; use this roadmap. What does success look like as a leader?

Success is based on sustained superior performance in a variety of positions and geographic locations, continued professional growth and education, and demonstrated leadership in all situations. I challenge you to take advantage of every opportunity, furthering your experience and education as you continue to grow as leaders and to *“pay it forward”*. You will be faced with adversity along the way; nonetheless, the camaraderie amongst each other reaffirms we are in this together and there is no greater responsibility to serve and defend our family and the Constitution when called upon. We will remain “continuous learners” and below are my expectations for you, as well as myself.

Expectation is defined as, *“a belief that someone will or should achieve something”* These expectations are easy to say and understand; nevertheless, may be difficult to achieve on a daily basis. They remind me, and I hope you, to live actively and stay motivated!

- **Be humble (confidently):** Challenge yourself and peers, stay committed and remember, no one is successful by themselves.
- **Be honest:** At times this can be tough however, we all need feedback in understanding our blind spots. Always be fair and respectful regardless of rank during these discussions.
- **Be consistent:** It is our diversity that makes us strong and the greatest Navy in the world. Respect one another, stay committed to your core and step-in when someone needs help.
- **Leave a legacy:** What is your legacy going to be? If you influence one person, what do you want them to say/remember about you and about the Seabees.
- **Have fun:** This took me awhile to understand during my career... Don't go crazy, stay focused and reflect on the impact you are making and what/who you represent.

In closing, the success of your peer, fire team, squad, company, command, Seabees, Navy and Nation relies on your ability to accomplish the mission every time and take care of one another. I expect us to make *“One Degree of Difference”* in everything we do and *“Never Lower Our Standards for Anyone.”* I look forward to discussing this further with you in person. **212°**

Can Do!

*Delbert M. Terrell Jr*

Delbert M. Terrell Jr.

18th Force Master Chief,

U. S. Navy Seabees

Prepared by: Commander, Naval Facilities Engineering Command's Total Force Directorate and our Seabee Senior Enlisted Advisory Group. Recommendations for future topics or changes should be forwarded to the Seabee Enlisted Total Force Directorate at Commander, Naval Facilities Engineering Command.



### HONOR

**I am accountable for my professional and personal behavior. I will be mindful of the privilege I have to serve my fellow Americans. I will:**

- Abide by an uncompromising code of integrity, taking full responsibility for my actions and keeping my word.
- Conduct myself in the highest ethical manner in relationships with seniors, peers and subordinates.
- Be honest and truthful in my dealings within and outside the Department of the Navy.
- Make honest recommendations to my seniors and peers and seek honest recommendations from junior personnel.
- Encourage new ideas and deliver bad news forthrightly.
- Fulfill my legal and ethical responsibilities in my public and personal life.

### COURAGE

**Courage is the value that gives me the moral and mental strength to do what is right, with confidence and resolution, even in the face of temptation or adversity. I will:**

- Have the courage to meet the demands of my profession.
- Make decisions and act in the best interest of the Department of the Navy and the nation, without regard to personal consequences.
- Overcome all challenges while adhering to the highest standards of personal conduct and decency.
- Be loyal to my nation by ensuring the resources entrusted to me are used in an honest, careful and efficient way.

### COMMITMENT

**The day-to-day duty of every man and woman in the Department of the Navy is to join together as a team to improve the quality of our work, our people and ourselves. I will:**

- Foster respect up and down the chain of command.
- Care for the personal and spiritual well-being of my people.
- Show respect toward all people without regard to race, religion or gender.
- Always strive for positive change and personal improvement.
- Exhibit the highest degree of moral character, professional excellence, quality, and competence in all that I do.



***The Navy's core values, honor, courage, and commitment, along with the CNO's core attributes of integrity, accountability, initiative and toughness, are central to developing trust and building warfighting lethality. In alignment with these values, the NAVFAC/Seabee community has identified twelve additional attributes, which are critical to our team's character development and success in attaining trust and lethality. This charter provides overarching guidance regarding the actions, traits, and behaviors expected of every command, individual, and our collective community.***

## ETHICS

- Understand how our moral principles and virtues align between the personal good and the common or greater good. Conduct yourself according to our highest standards of moral excellence.
- Choose the "optimal" moral outcome over the "good enough" moral outcome, every time.
- Promote an environment of public trust that is free from conflicts of interest, fraud, abuse of authority, and misuse of public property.

## TRUSTWORTHINESS

- Do what you say you will do.
- Listen to what others have to say. Seek to learn their perspectives and insights.
- Seek the truth. Communicate with complete integrity and transparency of intent.
- Demonstrate your own competence. Deliver results that are the absolute best you can manage.

## LOYALTY

- Bond yourself to the principles of our nation and Navy. Act for their betterment in accordance with our Core Values and Attributes. Value integrity over loyalty.
- Do not speak ill of others.
- Go the extra mile to support each other and generate teamwork.
- Generate trust and demonstrate compassion.





## CHARACTER DEVELOPMENT VIRTUES CHARTER

### RESPONSIBILITY

- Seek to understand yourself and others - goals, actions, behaviors, and their impacts.
- Perform self-reflection frequently. Ask the toughest questions while looking in the mirror, such as, "Am I a responsible person?"
- Own every problem, decision, and result. Blame no one else for failures. Make no excuses.
- Perform your work with vigor and thoroughness. Pull your weight. Meet commitments and deadlines.
- Practice self-care. Continuously seek improvement of mind, body, and spirit. Advocate that others do the same.

### JUSTICE

- Appreciate how often we miss the mark of fairness.
- Aim to do what is right, every single time. Wrong none, and omit no due benefits.
- Resolve that you will place the greater good of the Navy above any command or individual good.
- Set aside personal feelings and biases in your treatment of others. Act with fairness and consistency.
- When deciding what is just for one person, ask yourself whether you would act in the same way to another person in a similar situation.
- Administer justice and accountability with compassion

### DISCIPLINE

- Establish habits aligned to our calling, values, and standards. Remove unnecessary actions and vices.
- Pursue order. Allow each thing to have its place, and each activity to have its time.
- Delay immediate gratification until you have achieved success.

### PRUDENCE

- Plan in advance. Learn from the past. Live in the present. Anticipate the future and the predictable.
- Learn to identify and leverage the right people who regularly give you good advice.
- Consider the worst case scenario and mitigate risk to an acceptable level.



## FORTITUDE

- Take necessary risks in pursuit of the greater good.
- Recognize that you may not achieve your desired results. Act anyway.
- Hang in there. Be tenacious.
- Put your thoughts and desires forward, even when resisted.
- Stand up for what is right and those who are wronged.

## RESILIENCE

- Resolve to perform what you ought.
- Embrace mistakes and failures as opportunities to grow and learn.
- Learn the skill of recovery (bouncing back) in the wake of set-backs.
- Fight back, even when the initial battle is lost and the next may likely be lost.

## AGILITY

- Establish information and personal connections which enable you to sense and anticipate change.
- Adjust the plan, when necessary, in light of new information.
- Realize that the more personal freedom you have, the more you can be centered and respond effectively.
- Work with a sense of urgency to increase speed of delivery.

## MAGNANIMITY

- Set goals and take actions of significant purpose and value over those which are easy or convenient.
- Aim for the best possible outcome. Challenge yourself
- Strive to be better than yesterday. Seek opportunities for growth in yourself and others.
- Empower subordinates with opportunities to direct themselves, take risks, and pursue mastery.

## DECISIVENESS

- Select a course and act, despite fear, uncertainty and incomplete information.
- Realize that there are two opposite extremes or vices to decisiveness: inexcusable hesitancy and reckless decision-making.

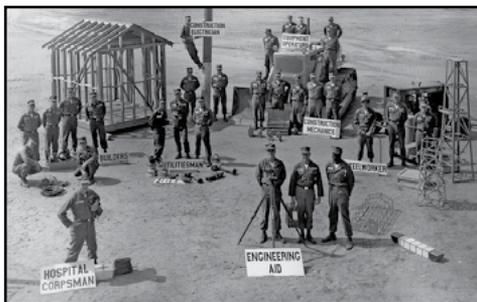


## HISTORY OF THE SEABEES

Convinced that war was coming, the U.S. Navy realized that fighting in theaters halfway around the world would present new challenges in logistics and would require a vast infrastructure. Beginning in 1940 they began a program of building bases on far-flung Pacific island using civilian contractors. When the United States officially entered the war, the use of civilian labor had to stop. Under international law civilians were not permitted to resist enemy military attack. If they did they could be executed as guerrillas. On December 28, 1941, Rear Admiral Ben Moreell, Chief of the Bureau of Yards and Docks (BUDOCKS), requested specific authority to activate, organize, and man a unique, very special organization that would support the Navy and Marines in remote locations and defend themselves if attacked — the Naval Construction Battalions.

On January 5, 1942, he was given that authority and the original Battalions were formed at a new Naval base in Davisville, Rhode Island. The first naval construction unit to actually deploy from the United States left Davisville, Rhode Island, less than two weeks later on January 17, 1942. It was designated the First Construction Detachment. The 296 men arrived at Bora Bora on February 17, 1942. On March 5, all Construction Battalion personnel were officially named Seabees by the Navy Department. Admiral Moreell personally furnished them with their motto *Construmus Batumius, or We Build, We Fight*. A logo, the Fighting Bee, was created by a Rhode Islander at Davisville. The Davisville Advanced Base depot became operational in June, 1942. Camp Thomas, a personnel receiving station on the base, was established in October of that year. It eventually contained 500 Quonset huts for personnel. On August 11, 1942, the Naval Construction Training Center, known as Camp Endicott, was commissioned at Davisville. The Camp trained over 100,000 Seabees during the Second World War. The Navy built their Battalions with experienced, highly skilled craftsmen ... electricians, carpenters, plumbers, equipment operators virtually any construction or building trade was welcome in the Seabees. Seabee units were quickly engaged in construction and combat.

By July 1942, the first Naval Construction Battalion landed on Midway Island to begin work on the new airstrip on Sand Island and to start the massive cleanup of damage caused by the Japanese bombing. From the construction and defense of Henderson Field on Guadalcanal to the Normandy Invasion. Seabees participated in every major amphibious assault in World War II.



They quickly earned a reputation for exceptional creativity. If materials weren't available, the Seabees used whatever they could to get the job done. More than 325,000 men served with the Seabees in World War II, fighting and building in more than 400 locations before the war's end.



Admiral Ben Moreell was born in September 1892 in Salt Lake City, Utah. He was the first Chief of the Bureau of Yards and Docks not to have graduated from the Naval Academy, was the founding father of the Navy's famous Seabees and was largely responsible for overseeing the Bureau's vast construction programs, both domestic and overseas, during the Second World War. Admiral Ben Moreell's life spanned eight decades, two world wars, a great depression and the evolution of the United States as a superpower. He was a distinguished Naval Officer, a brilliant engineer, an industrial giant and articulate national spokesman.

When he was two years old his family moved to New York City. Four years later they settled permanently in St. Louis, Missouri. Moreell graduated from Washington University, St Louis in 1913, with a Bachelor of Science degree in civil engineering. He took a job in a local engineering department, but soon entered the Navy during the First World War. In June, 1917, he was commissioned a Lieutenant (junior grade). During the war, he was stationed in the Azores and afterwards served at Navy yards and installations in Massachusetts, Haiti, Virginia, and Washington. His talent for engineering was recognized and after the war he was sent as a Lieutenant Commander to the École Nationale des Ponts et Chaussées to study European engineering techniques. Returning to the United States in 1933, he supervised the planning of what would eventually be called the David W. Taylor Model Basin in Carderock, Maryland.

On December 1, 1937, President Franklin D. Roosevelt personally selected Commander Moreell to be the Chief of the Bureau of Yards and Docks and the Chief of Civil Engineers of the Navy, and advanced him to the rank of Rear Admiral (without having ever been a Captain). Ben Moreell became the US Navy's youngest Rear Admiral. His first acts in office were a careful inspection of Navy facilities on both coasts and in all territories, followed by priority construction of two large dry docks at Pearl Harbor (the docks were completed in time to repair battleships damaged at Pearl Harbor) and construction projects on Midway and Wake Island. Anticipating the difficulties that the Joint Chief's War Plan Orange would pose on the U.S. Navy, Moreell devised the sectional dry dock that would later be used in all advance bases and many of the established harbors. **In late 1941, concerned that in the event of war civilian workers at advanced bases in the Pacific would be unable to defend themselves lest they expose themselves to the danger of being shot as a guerilla, Moreell requested and was granted permission to form Naval Construction Battalions.** These would be composed of skilled workers trained to be able to drop their tools and take up weapons at a moment's notice. He died on July 30, 1978, in Pittsburgh, Pennsylvania.



## MEDAL OF HONOR CM3 Marvin Shields

Marvin G. Shields was born December 30, 1939, in Port Townsend, Washington. He lived near Townsend on Discovery Bay in Gardiner, Washington. He graduated from Port Townsend High School in 1958 and had moved to Hyder, Alaska, where he worked at Mineral Basin Mining Company, a gold mining project started by Port Townsend Company. He joined the Navy on January 8, 1962 to be a Navy Seabee. He was assigned to the Naval Air Station at Glynco, Georgia for apprenticeship training in May which he completed in May 1963.



In September, he was assigned to take Construction Mechanic training at the Naval Construction Training Center at Port Hueneme, California which he completed that month. Afterwards, he was assigned to Alfa Company, Naval Mobile Construction Battalion 11 (NMCB-11). On November 18, he deployed to Okinawa and was assigned there until September 1964. On November 1, he was assigned to Seabee Team 1104, Naval Construction Battalion 11, and completed Seabee team training at Port Hueneme on January 22, 1965. The Seabee team consisted of nine Seabees including one officer. Shields and Seabee Team 1104 deployed to Saigon, Republic of Vietnam arriving on February 1, 1965.

On March 28, Seabee Team 1104 was assigned to construct a U.S. Army Special Forces Camp at Ben Soi, completing their construction work on June 3. Seabee Team 1104 was next assigned to a newly established Army Special Forces Camp at Dong Xoai about 55 miles northwest of Saigon arriving on June 4, to assist in repair and construction of the compound which included an adjacent compound with the district headquarters building. An 11-man Army Special Forces ("Green Berets") team ("A" Team 542) was in charge of the northern compound of Green Berets, Seabees, and 200 Montagnards. **The adjacent compound was occupied by over 200 South Vietnamese Army soldiers.** Shields was posthumously presented the Medal of Honor at a ceremony at the White House on September 13, 1966.

His wife received the award from President Lyndon B. Johnson in the presence of his father, mother, daughter, and brother. Special Forces Lieutenant Williams was also present during the ceremony and had himself received the Medal of Honor on July 5, 1966, for his heroic actions during the 14-hour siege of the Special Forces Camp at Dong Xoai. All twenty of the Seabees and Special Forces soldiers were personally awarded for their actions at Dong Xoai.



Shields' other military decorations and awards include: the Purple Heart Medal with two Gold Stars, Navy Unit Commendation, Navy Good Conduct Medal, National Defense Service Medal, Vietnam Service Medal with two campaign stars, RVN Gallantry Cross with Palm, RVN Military Merit Medal, RVN Gallantry Cross Unit Citation with palm and frame, RVN Civil Actions Unit Citation with palm and frame, and RVN Campaign Medal with 1960- device.



The President of the United States in the name of The Congress takes pride in presenting the MEDAL OF HONOR posthumously to

**Marvin G. Shields**  
**Construction Mechanic Third Class**  
**United States Navy**

For conspicuous gallantry and intrepidity at the risk of his life above and beyond the call of duty while serving with United States Navy Seabee Team 1104 at Dong Xoai, Republic of Vietnam, on 10 June 1965. Although wounded when the compound of Detachment A-342, 5th Special Forces Group (Airborne), 1st Special Forces, came under intense fire from an estimated reinforced Viet Cong regiment employing machine guns, heavy weapons and small arms, SHIELDS continued to resupply his fellow Americans with needed ammunition and to return the enemy fire for a period of approximately three hours, at which time the Viet Cong launched a massive attack at close range with flame throwers, hand grenades and small-arms fire. Wounded a second time during this attack, SHIELDS nevertheless assisted in carrying a more critically wounded man to safety, and then resumed firing at the enemy for four more hours. When the Commander asked for a volunteer to accompany him in an attempt to knock out an enemy machine gun emplacement which was endangering the lives of all personnel in the compound because of the accuracy of its fire, SHIELDS unhesitatingly volunteered for this extremely hazardous mission. Proceeding toward their objective with a 3.5-inch rocket launcher, they succeeded in destroying the enemy machine gun emplacement, thus undoubtedly saving the lives of many of their fellow servicemen in the compound. SHIELDS was mortally wounded by hostile fire while returning to his defensive position. His heroic initiative and great personal valor in the face of intense enemy fire sustain and enhance the finest traditions of the United States Naval Service.



## UNBREAKABLE SW2 Robert Stethem

Among the hundreds of thousands of men and women that have served in the Seabees, there are two men who have become legends due to their courage, personal valor, and devotion to duty. Marvin Shields and Robert Stethem came from very different backgrounds, but each gave their lives for this nation. This is the second installment of a two-part series and discusses Robert Stethem.

Unlike Marvin Shields, Robert Dean Stethem came from a military family. Both of his parents and two of his brothers, including one who was also a Seabee diver, all served in the U.S. Navy. After graduating basic training and follow on training, Stethem was assigned to NMCB 62 in Gulfport, Mississippi, as a Steelworker. After several deployments to Guam and Diego Garcia, Stethem attended Navy dive school, becoming a Second Class Diver, and was assigned to Underwater Construction Team One (UCT 1), in Virginia Beach, Virginia.



On June 14, 1985, Stethem and five other members of UCT 1 Detachment November Mike '85 were flying home after completing an assignment at the Naval Communication Station, Nea Maki, Greece onboard TWA flight #847. The flight was hijacked shortly after take-off from Athens, Greece by Lebanese nationals alleged to have been members of the Shiite terrorist group Hezbollah. The men demanded: the release of 766 Lebanese and Palestinian prisoners held by Israel; 17 members of the Iraqi Shiite group Da'wa responsible for the bombing of the U.S. Embassy in Kuwait; and, a condemnation of the United States and Israel by the international community. Infuriated when their demands were not met, the men began threatening and attacking the crew and passengers. While the other members of his unit were regularly beaten, Stethem was singled out and subjected to brutal beatings and torture. Through the ordeal **he remained silent and steadfast** which only angered the terrorists more. Upon landing in Beirut, Lebanon, which was in the middle of a sectarian civil war, **Stethem was shot in the temple, had his lifeless body thrown down onto the tarmac, and then was shot again.** For his actions while held captive, Robert Dean Stethem was posthumously awarded the Bronze Star Medal and the Prisoner of War Medal. He is buried in Arlington National Cemetery Section 59, Grave 430, near others who were victims of International terror.

In 2010, Stethem also was named an honorary Master Chief Constructionman by the Master Chief Petty Officer of the Navy onboard the Arleigh Burke-Class Guided Missile Destroyer USS Stethem (DDG-63), which was named in his honor. While Marvin Shields and Robert Stethem came from very different backgrounds, grew up on opposite coasts, and served at different times, they exemplified the highest traditions of the United States Naval Service.



"A hero is someone who has given his or her life to something bigger than oneself"  
-Joseph Campbell



**BU2 Michael C. Anderson**

*Daytona, FL, assigned to NMCB 14*

Died as a result of hostile fire in Anbar province, Iraq, May 2, 2004.



**BUC Joel E. Baldwin**

*Arlington, VA, assigned to NMCB 7*

Killed in a suicide bombing in Mosul, Iraq, Dec. 21, 2004.



**BU3 Doyle W. Bollinger Jr.**

*Poteau, OK, assigned to NMCB 133*

Died accidentally when unexploded ordnance detonated, Iraq, June 6, 2003.



**CSI Regina R. Clark**

*Centralia, WA, deployed with the 30th Naval Construction Regiment*

Killed by a vehicle-borne IED in Fallujah, Iraq, June 23, 2005.



**EO3 Christopher M. Dickerson**

*Eastman, GA, assigned to NMCB 14*

Died when his vehicle was hit by an IED, Anbar province, Iraq,



**EO2 Trace W. Dossett**

*Orlando, FL, assigned to NMCB 14*

Killed by hostile fire in Anbar province, Iraq, May 2, 2004.



**SW3 Ronald A. Ginther**

*Auburndale, FL, assigned to NMCB 14*

Died as a result of hostile fire in Anbar province, Iraq, May 2, 2004.



**HM2 Jamie S. Jaenke**

*Bay City, WI, assigned to NMCB 25*

Killed when her vehicle was struck by an IED, Anbar province, Iraq, June 5, 2006.



**BU2 Robert B. Jenkins**

*Stuart, FL, assigned to NMCB 14*

Died as a result of hostile fire in Anbar province, Iraq, May 2, 2004.



**SW3 Eric L. Knott**

*Grand Island, NE, assigned to NMCB 4*

Struck by enemy shrapnel in Fallujah, Iraq, Sept. 4, 2004.



**CE2 Charles V. Komppa**

*Belgrade, MT, assigned to NMCB 18*

Died when the Humvee he was in was hit by an IED in Anbar province, Iraq, Oct. 25, 2006.



**CM2 Scott R. McHugh**

*Boca Raton, FL, assigned to NMCB 14*

Died as a result of hostile fire in Anbar province, Iraq, May 2, 2004.



**EO1 Gary T. Rovinski**

*Roseville, IL, assigned to NMCB 25*

Killed when his vehicle was struck by an IED in Anbar province, Iraq, June 5, 2006.



### **SW2 Jason B. Dwelley**

*Apopka, FL, assigned to NMCB 14*

Died when his vehicle was hit by an IED, Anbar province, Iraq, April 30, 2004



### **BUI Jerry A. Tharp**

*Muscatine, IA, assigned to NMCB 25*

Killed by an IED, Anbar province of Iraq, July 12, 2006.



### **CMI Ross L. Toles III**

*Davison, MI, assigned to Reconstruction Team Sharana*

Died of wounds suffered from an enemy rocket attack in northern Paktika province, Afghanistan, June 18, 2008.



### **LTJG Francis L. Toner IV, CEC**

*Narragansett, RI, assigned to Combined Security Transition Command*

Died when Afghan National Army soldier opened fire on U. S. Navy personnel at Camp Shaheen, Mazar-e-Sharif, Afghanistan, March 27, 2009.



### **CDR Duane G. Wolfe, CEC**

*Los Osos, CA, assigned to the U.S. Army Corps of Engineers' Gulf Region Division in Iraq where he was the officer-in-charge of the Anbar area office. He was killed when his convoy was attacked by an improvised explosive device southeast of Fallujah, Iraq, May 8, 2009.*



### **BUC Raymond J. Border**

*West Lafayette, OH, assigned to a Provincial Reconstruction Team*

Died as a result of an IED explosion while assessing a route in Paktika province, Afghanistan, October 19, 2011.





The training guide is optimized to integrate with your mobile device. Either select the link if viewing electronically or use your QR code mobile application if viewing in print. Some devices scan automatically with it's camera, and press the link.



### How to use the LADR

[https://www.cool.navy.mil/usn/resources\\_and\\_links/understanding\\_your\\_ladr.htm](https://www.cool.navy.mil/usn/resources_and_links/understanding_your_ladr.htm)

### LADR BU

[https://www.cool.navy.mil/usn/LaDR/bu\\_el\\_e9.pdf](https://www.cool.navy.mil/usn/LaDR/bu_el_e9.pdf)



### LADR CE

[https://www.cool.navy.mil/usn/LaDR/ce\\_el\\_e9.pdf](https://www.cool.navy.mil/usn/LaDR/ce_el_e9.pdf)

### LADR CM

[https://www.cool.navy.mil/usn/LaDR/cm\\_el\\_e9.pdf](https://www.cool.navy.mil/usn/LaDR/cm_el_e9.pdf)



### LADR EA

[https://www.cool.navy.mil/usn/LaDR/ea\\_el\\_e9.pdf](https://www.cool.navy.mil/usn/LaDR/ea_el_e9.pdf)

### LADR EO

[https://www.cool.navy.mil/usn/LaDR/eo\\_el\\_e9.pdf](https://www.cool.navy.mil/usn/LaDR/eo_el_e9.pdf)





**LADR SW**

[https://www.cool.navy.mil/usn/LaDR/sw\\_e1\\_e9.pdf](https://www.cool.navy.mil/usn/LaDR/sw_e1_e9.pdf)

**LADR UT**

[https://www.cool.navy.mil/usn/LaDR/ut\\_e1\\_e9.pdf](https://www.cool.navy.mil/usn/LaDR/ut_e1_e9.pdf)



**LADR CSEL**

<https://www.cool.navy.mil/usn/LaDR/csel.pdf>

**ECM**

[https://www.public.navy.mil/bupers-npc/enlisted/  
community/seabees/Pages/default2.aspx](https://www.public.navy.mil/bupers-npc/enlisted/community/seabees/Pages/default2.aspx)



**Detailer**

[https://www.public.navy.mil/bupers-npc/enlisted/  
detailing/seabees/Pages/default2.aspx](https://www.public.navy.mil/bupers-npc/enlisted/detailing/seabees/Pages/default2.aspx)

**Placement**

[https://www.public.navy.mil/bupers-npc/enlisted/  
placement/Pages/Rating\\_Health0804\\_7867.aspx](https://www.public.navy.mil/bupers-npc/enlisted/placement/Pages/Rating_Health0804_7867.aspx)





### AMPHIBIOUS CONSTRUCTION BATTALION I&2

Amphibious Construction Battalion (ACB) ONE and TWO combines the small craft expertise of the surface Navy with the construction capabilities of the Naval Construction Force. PHIBCBs project Combat power ashore across all phases to include Assault Echelon (AE), Assault Follow on Echelon (AFOE), Maritime Prepositioning Force (MPF), Logistics Over the Shore (LOTS or, Combined C/ JLOTS), Humanitarian Assistance and Disaster Recovery (HA/DR), Rear Echelon (RE) operations. Provide Ship to Shore transportation of vehicles, tanks, weapons systems, combat cargo, bulk fuel and water, and tactical camp operations. Secondly, to assist Landing Force Support Party operations and provide limited construction support. "...Forward from the surf"

**For more information:**

<https://www.public.navy.mil/surfor/acb1/Pages/default.aspx>

<https://www.public.navy.mil/surflant/acb2/Pages/default.aspx>



### NAVAL CONSTRUCTION REGIMENTS

The Naval Construction Regiments (NCRs) are an integral part of the Naval Construction Force that provide valuable construction support to the Navy-Marine Corps Team. There are four NCRs (1NCR, 7NCR, 22NCR, and 30NCR) that exercise command and control over the 11 Naval Mobile Construction Battalions (NMCBs), two Construction Battalion Maintenance Units (CBMUs), and other specialized units, including two Underwater Construction Teams (UCTs) and a tri-service Civic Action Team (CAT) Palau. Inherent to the NCRs mission is to provide tactical and operational level planning and respond when called for Major Combat Operations (MCO), Theater Security Cooperation (TSC), Humanitarian Assistance / Disaster Relief (HA/DR), Defense Support of Civil Authorities (DSCA), and exercise requirements in support of fleet and geographical commander's priorities.

**For more information:**

<https://www.public.navy.mil/seabee/pages/default.aspx>



## CENTER FOR SEABEES & FACILITIES ENGINEERING

The Center for Seabees and Facilities Engineering (CSFE) was established in 2003 to train U.S. Navy construction and facilities engineering professionals by providing them with the essential skills and knowledge to support career growth and Fleet readiness. CSFE is one of 15 Learning Centers created by the Department of the Navy (DoN) that report to the Naval Education and Training Command (NETC) in Pensacola, FL. Center for Seabees and Facilities Engineering designs, delivers, evaluates, and maintains construction, facilities engineering, and environmental training coupled with character development that enhances warfighting lethality and leadership capabilities in expeditionary construction and facilities management. CSFE has six Learning Sites where Seabees can actively contribute to this mission.

### **For more information:**

<https://www.public.navy.mil/netc/centers/csfe/Default.aspx>

## CONSTRUCTION BATTALION MAINTENANCE UNIT

Construction Battalion Maintenance Unit (CBMU) 202 and 303. Our mission is to provide public works support at Naval Support Activities, Forward Operating Bases and Expeditionary Medical Facilities during wartime or contingency operations. We provide disaster recovery support to Navy Regional Commanders in CONUS. CBMU 202 performs a critical mission for our Navy and our Nation.

### **For more information:**

<https://www.public.navy.mil/seabee/pages/default.aspx>

## MOBILE UTILITIES SUPPORT EQUIPMENT

Mobile Utilities Support Equipment (MUSE) is staffed by highly trained members of the United States Navy Seabees, stationed in Port Hueneme, California. We provide portable diesel engine-driven generators, substations and switchgear to meet utility shortcomings. Our targeted customers are U.S. Navy Activities and the U.S. Marine Corps, but depending upon the situation we can provide service to other DoD activities and non-DoD activities with appropriate justification and approval. Our equipment includes 420 kW diesel-driven electrical generators and 1500 kVA to 5000 kVA electrical substations.

### **For more information:**

[https://www.navfac.navy.mil/navfac\\_worldwide/specialty\\_centers/exwc/products\\_and\\_services/energy\\_and\\_public\\_works/MUSE.html](https://www.navfac.navy.mil/navfac_worldwide/specialty_centers/exwc/products_and_services/energy_and_public_works/MUSE.html)



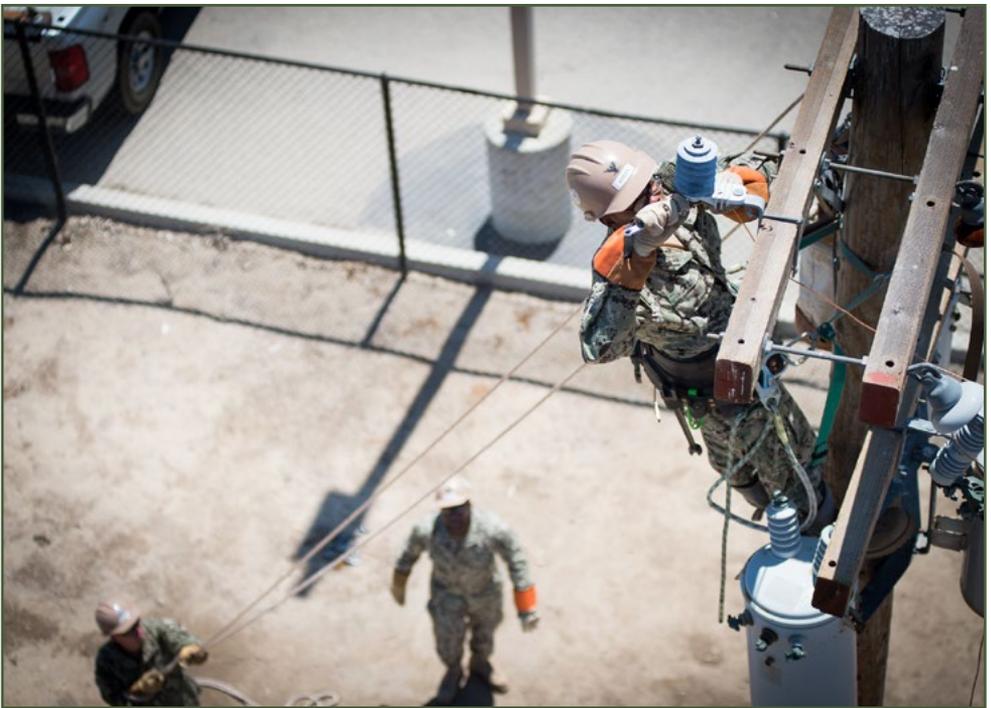
Left: Equipment Operator 3rd Class Christopher Glouse, assigned to Naval Mobile Construction Battalion 11, digs craters using a backhoe during unit level training at Marine Corps Outlying Field



Right: Petty Officer 1st Class Tasha Jordan, with Naval Beach Group 2, directs the driver of a II Marine Expeditionary Force logistics vehicle system replacement across an Improved Navy Lighterage System.



Naval Mobile Construction Battalion 133 Seabees measure the depth of a shower pad during the construction of a restroom and shower facility at Polaris Point, Guam.



Above: Construction Electrician 3rd Class Cedric Green, a student at Naval Construction Training Center, runs wires to a telephone pole during training.



Below: Builder 2nd Class Desirae Cleary cuts wood for trusses during Naval Mobile Construction Battalion I renovation of an elementary school in Malem on Kosrae, Federated States of Micronesia.

Above: Petty Officer 3rd Class Desirae Davis, assigned to Naval Mobile Construction Battalion 3, takes part in the construction of a small building in Vatobou, Timor-Leste.





### NAVAL CONSTRUCTION GROUP I & 2

The role of the NCG is to organize, man, train, maintain, and equip Naval Construction Regiments (NCRs), Naval Mobile Construction Battalions (NMCBs), the Construction Battalion Maintenance Unit (CBMU) and the Underwater Construction Team (UCT) to provide supported commanders with expeditionary engineering forces capable of general engineering and construction, and limited combat engineering across the full range of military operations.

**For more information:**

<https://www.public.navy.mil/seabee/ncg1/Pages/default.aspx>

<https://www.public.navy.mil/seabee/ncg2/Pages/default.aspx>

### NAVAL MOBILE CONSTRUCTION BATTALION

Naval Mobile Construction Battalions (NMCB) is tasked with providing advance base construction, battle damage repair, contingency engineering, humanitarian assistance and disaster recovery support to our fleet and unified commanders. NMCBs are more commonly known as the “SEABEES,” are the premier military engineer units in the world today. Your time in an NMCB, whether it’s your first or multiple Seabee battalion tour, will be one of the most memorable, challenging and rewarding tours of your naval career. You’ll have opportunities to develop and test your leadership, technical, and tactical skills and grow both personally and professionally in this family.

**For more information:**

<https://www.public.navy.mil/seabee/pages/default.aspx>

### NAVAL SUPPORT UNIT- STATE DEPARTMENT

The U.S. Department of State leads America’s foreign policy through diplomacy, advocacy, and assistance by advancing the interests of the American people, their safety and economic prosperity.

**For more information:**

<https://www.state.gov/u-s-navy-seabees/>





## NAVAL SUPPORT FACILITY - CAMP DAVID

Camp David, known formally as the Naval Support Facility (NSF) Thurmont, is the President's country residence. Located in Catocin Mountain Park in Frederick County, Maryland, Camp David has offered Presidents an opportunity for solitude and tranquility, as well as an ideal place to host foreign leaders.

### For more information:

[https://www.cnic.navy.mil/regions/ndw/installations/nsf\\_thurmont.html](https://www.cnic.navy.mil/regions/ndw/installations/nsf_thurmont.html)

<https://www.whitehouse.gov/about-the-white-house/camp-david>

<https://aboutcampdavid.blogspot.com/>



## NAVAL FACILITIES ENGINEERING COMMAND

NAVFAC has 13 component commands, 9 of which are Facilities Engineering Commands that report to two NAVFAC Commands, NAVFAC Atlantic in Norfolk, Va., and NAVFAC Pacific in Pearl Harbor, Hawaii.

NAVFAC also has two centers that perform specialized missions. The Naval Facilities Engineering and Expeditionary Warfare Center, in Port Hueneme, Calif., supports combatant capabilities and sustainable facilities through specialized engineering, technology development, and lifecycle logistics services. The Navy Crane Center, based at Norfolk Naval Shipyard, Portsmouth, Va., leads the Navy shore-based weight handling program by establishing policy and providing engineering, acquisition, technical support, training and evaluation services to all Navy shore activities worldwide.

### For more information:

<https://www.navfac.navy.mil/>

[https://www.navfac.navy.mil/navfac\\_worldwide/specialty\\_centers/](https://www.navfac.navy.mil/navfac_worldwide/specialty_centers/)

## NAVAL CONSTRUCTION TRAINING CENTERS

Naval Construction Training Centers (NCTC) develop and train Sailors, Soldiers, Airman, and Marines in construction trades and military skills for Department of Defense operating forces to accomplish contingency and peacetime construction, chemical, biological, and radiological operations, and humanitarian assistance missions worldwide.

### For more information:

<https://www.public.navy.mil/netc/centers/csfe/hueneme/CommandInfo.aspx>

<https://www.public.navy.mil/netc/centers/csfe/gulfport>



### NAVAL SPECIAL WARFARE

NSW's mission is to provide maritime special operations forces to conduct full-spectrum operations, unilaterally or with partners, to support national objectives. NSW is organized primarily around eight Navy SEAL teams, three Special Boat Team units, and various supporting commands. Units can operate independently, as part of U.S. Navy carrier battle groups and amphibious ready groups, or integrated with other U.S. special operations forces. By utilizing the Navy's ships, submarines, and overseas facilities, NSW forces can be deployed rapidly almost anywhere in the world. Additionally, they receive support from permanently deployed NSW units in Guam, Bahrain and Germany.

#### **Naval Special Warfare Development Group (DEVGRU)**

Naval Special Warfare Development Group (DEVGRU) is responsible for the research, development, testing, and evaluation of state of the art, commercially procured and modified equipment in support of naval special warfare operational forces. The command is also responsible for the evaluation of advance maritime, ground, and airborne tactics that may be applicable to naval special warfare, and to assist in the determination of the suitability and implementation of the equipment and tactics for the use by naval special warfare, Department of the Navy, and Department of Defense.

#### **Naval Special Warfare Support Units (LOGSUP)**

LOGSU's eight departments provide communicators, Seabees, engineers, parachute riggers, supply personnel, medical staff, divers and ordnancemen in support of SEAL Teams 2, 4, 8 and 10—the Navy's Special Warfare East Coast teams. LOGSU San Diego supports SEAL teams 1, 3, 5 and 7. Although they don't complete the arduous SEAL training courses, their support and expertise are critical to a successful mission. LOGSU's Seabees make sure SEALs have a place to stay in the field. Thanks to the transportation and construction capabilities of the Seabee teams, mobile quarters offer SPECWAR teams the flexibility to take their stealth and their talents to any of the world's environments. Not only do the Seabees build a camp, they also climate control it—a seeming luxury—but a necessary environment for the technical communication aspect of a field tactical center the teams pack with them.

#### **For more information:**

<https://www.nsw.navy.mil/>



## NAVY EXPEDITIONARY COMBAT COMMAND

Navy Expeditionary Combat Command (NECC) is responsible for organizing, manning, training, equipping, and sustaining the Navy Expeditionary Combat Force (NECF) to execute combat, combat support, and combat service support missions across the full spectrum of naval, joint, and combined operations which enable access from the sea and freedom of action throughout the sea-to-shore and inland operating environments.

**For more information:**

<https://www.public.navy.mil/necc/Pages/default.aspx>

## NAVY EXPEDITIONARY LOGISTICS SUPPORT GROUP

The Navy Expeditionary Logistics Support Group (NAVELSG) delivers worldwide expeditionary logistics with active and reserve personnel to conduct port and air cargo handling missions, customs inspections, contingency contracting capabilities, fuels distribution, freight terminal and warehouse operations, postal services and ordnance reporting and handling. NAVELSG has more than 3,300 personnel assigned to five regional regiments and 11 battalions (including NCHB 1) located throughout the United States and at NAVELSG headquarters in Williamsburg, Va.

**For more information:**

<https://www.public.navy.mil/necc/Pages/COMNECC.aspx>

<https://www.public.navy.mil/necc/navelsg/Pages/default.aspx>

## NAVY RECRUITING

With the ever-increasing technological sophistication of our Navy ships, submarines and aircraft, the Navy recruiter works tirelessly to find, inspire and recruit the best and brightest young men and women to serve this country in the diverse, high-tech Navy of the 21st century.

**For more information:**

<https://www.cnrc.navy.mil/>





### NAVY MANPOWER ANALYSIS CENTER

We define, translate, and classify the Navy's work into a workforce structure and position demand signal to sustain a combat ready force.

#### **Four Core Manpower Functions:**

- Occupational Classification
- Manpower Requirements Determination
- Total Force Management
- Manpower Business Requirement Governance

#### **For more information:**

<https://www.public.navy.mil/bupers-npc/organization/navmac/Pages/default3.aspx>

### RECRUIT TRAINING COMMAND

Our mission is to transform civilians into smartly disciplined, physically fit, basically trained Sailors who are ready for follow-on training and service to the fleet while instilling in them the highest standards of Honor, Courage, and Commitment.

#### **For more information:**

<https://www.bootcamp.navy.mil/about.html>

### UNITED STATES NAVAL ACADEMY

The mission of the United States Naval Academy is to develop Midshipmen morally, mentally, and physically and imbue them with the highest ideals of duty, honor, and loyalty in order to graduate leaders who are dedicated to a career of Naval service and have potential for future development in mind and character to assume the highest responsibilities of command, citizenship, and government.

Senior Enlisted E-7 and above serve as company and battalion enlisted advisors to Midshipmen on all matters pertaining to the fleet and Officer/Enlisted leadership.

#### **For more information:**

<https://www.usna.edu/>



## UNITED STATES NAVY SENIOR ENLISTED ACADEMY

The Senior Enlisted Academy, better known as SEA, is a 10-week leadership development program for active and reserve E-8/9 personnel from the U.S. Navy, Air Force, Army, Marine Corps, Coast Guard and National Guard, as well as from our international service partners, for increased leadership and career advancement.

**For more information:**

<https://www.public.navy.mil/netc/sea/Default.aspx>

## UNDERWATER CONSTRUCTION TEAM I&2

Underwater Construction Teams (UCT) - The Command has a Shore Duty component and a Sea Duty component. Sea Duty personnel are divided into three Construction Dive Detachments that deploy worldwide to conduct underwater construction /inspection/repair and demolition operations in support of both peacetime and wartime missions. The Shore Duty component contains all of the staff and support functions such as Admin, Supply, Logistics, TOA Maintenance, Communications, and Training. UCT is prepared to execute underwater construction tasking in both permissive and non-permissive environments and in climates ranging from the Tropics to extreme cold weather.

**For more information:**

<https://www.public.navy.mil/seabee/uct1/Pages/default.aspx>

<https://www.public.navy.mil/seabee/uct2/Pages/default.aspx>

## WHITE HOUSE COMMUNICATIONS AGENCY

The White House Communications Agency (WHCA) is a one-of-a-kind joint service organization dedicated to providing premier information services and communications support to the president. WHCA has assignment opportunities for military service members who are self-motivated and seek to grow. Our members operate in a fast-paced, dynamic environment requiring a team of dedicated, highly competent professionals — WHCA's soldiers, sailors, airmen, Marines and Coast Guardsmen are the best of the best! An assignment at WHCA qualifies these leaders to work in direct support of the president, vice president, U.S. Secret Service and White House senior staff. The benefits of an assignment with the agency are tremendous, including earning the Presidential Service Badge and receiving specialized technical training unlike any other in the Department of Defense.

**For more information:**

<https://www.disa.mil/careers/WHCA-Recruitment>





Left: Equipment Operator 1st Class Gary Shepard, left, and Construction Mechanic 3rd Class Cody McCoy, both assigned to Naval Mobile Construction Battalion 1, check a drill rig nozzle during water well drilling operations.

Right: The expeditionary fast transport vessel USNS Spearhead (T-EPF 1) pulls into Gulfport, Mississippi, near Naval Construction Battalion Center Gulfport, to begin the adaptive force package cargo loading.



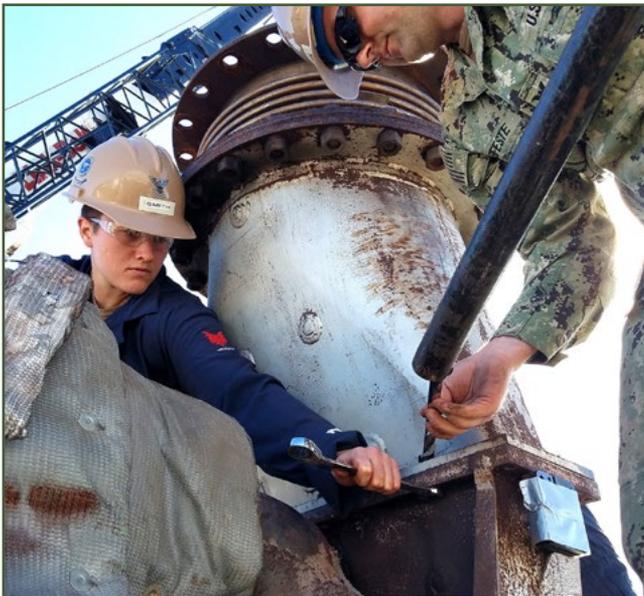
Below: Petty Officer 2nd Class Chris Carlson performs underwater cutting operations using a Broco torch on “Big Blue” mooring system with divers from Underwater Construction Team 2.



Right: Seabees place concrete during the construction of the Walung Health Clinic in Walung, Kosrae.



Right: Seabees assigned to Naval Mobile Construction Battalion 18 return fire during a training evolution as part of a field training exercise (FTX).



Left: Petty Officer 1st Class Luke Leifeste and Petty Officer 2nd Class Laura Smith remove bolts from the exhaust adapter, both are Seabee technicians from Naval Facilities Engineering and Expeditionary Warfare Center, Mobile Utilities Support Equipment division, deployed to support Naval Station Rota, Spain.



**Navy APP Locker**

<https://www.applocker.navy.mil/#!/apps>



**Navy COOL APP**

<https://www.applocker.navy.mil/#!/apps/91C985A3-F44A-4679-A74D-34E2E58E4A7C>



**Leader Development Framework 3.0 May 2019**

<https://www.navy.mil/cno/docs/NLDF3May19.pdf>



**Laying the Keel May 2019**

[https://www.navy.mil/strategic/I90701-Laying\\_The\\_Keel.pdf](https://www.navy.mil/strategic/I90701-Laying_The_Keel.pdf)



**Teaching to the Creed**

<HTTPS://WWW.NAVY.MIL/MCPON/DOCS/TC.PDF>





**Navy Family Framework 2.0 August 2019**

[https://www.navy.mil/cno/docs/CNO\\_Family](https://www.navy.mil/cno/docs/CNO_Family)



**Enlisted Leadership Development August 2019 CAC required**

<https://www.mnp.navy.mil/group/training-education-qualifications/enlisted-leader-development>



**Enlisted Leadership Foundation**

<https://www.enlistedleadershipfoundation.org/>



Where are you going? Between promotion, your SCWS pin, qualifications, and several personal goals, you owe it to yourself to chart your course. You're going to have a lot on your plate, you've got to focus and write it down. You may end up feeling like you can't do something, that's not our way is it? Ask yourself, how CAN you DO it?

# GOAL SETTING WORKSHEET

## S.M.A.R.T. GOAL CHECKLIST

- S - SPECIFIC
- M - MEASURABLE
- A - ACHIEVABLE
- R - RELEVANT
- T - TIME-BOUND

## MY GOAL IS:

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## GOAL START DATE:

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## WHY IS THIS GOAL IMPORTANT TO ME? HOW WILL I KNOW I SUCCEEDED AND HOW WILL I FEEL?

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## WHAT ARE THE CHALLENGES OR PROBLEMS THAT MIGHT ARISE? HOW MIGHT I OVERCOME THEM?

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## WHAT SPECIFIC ACTIONS WILL HELP ME ACHIEVE THIS GOAL?

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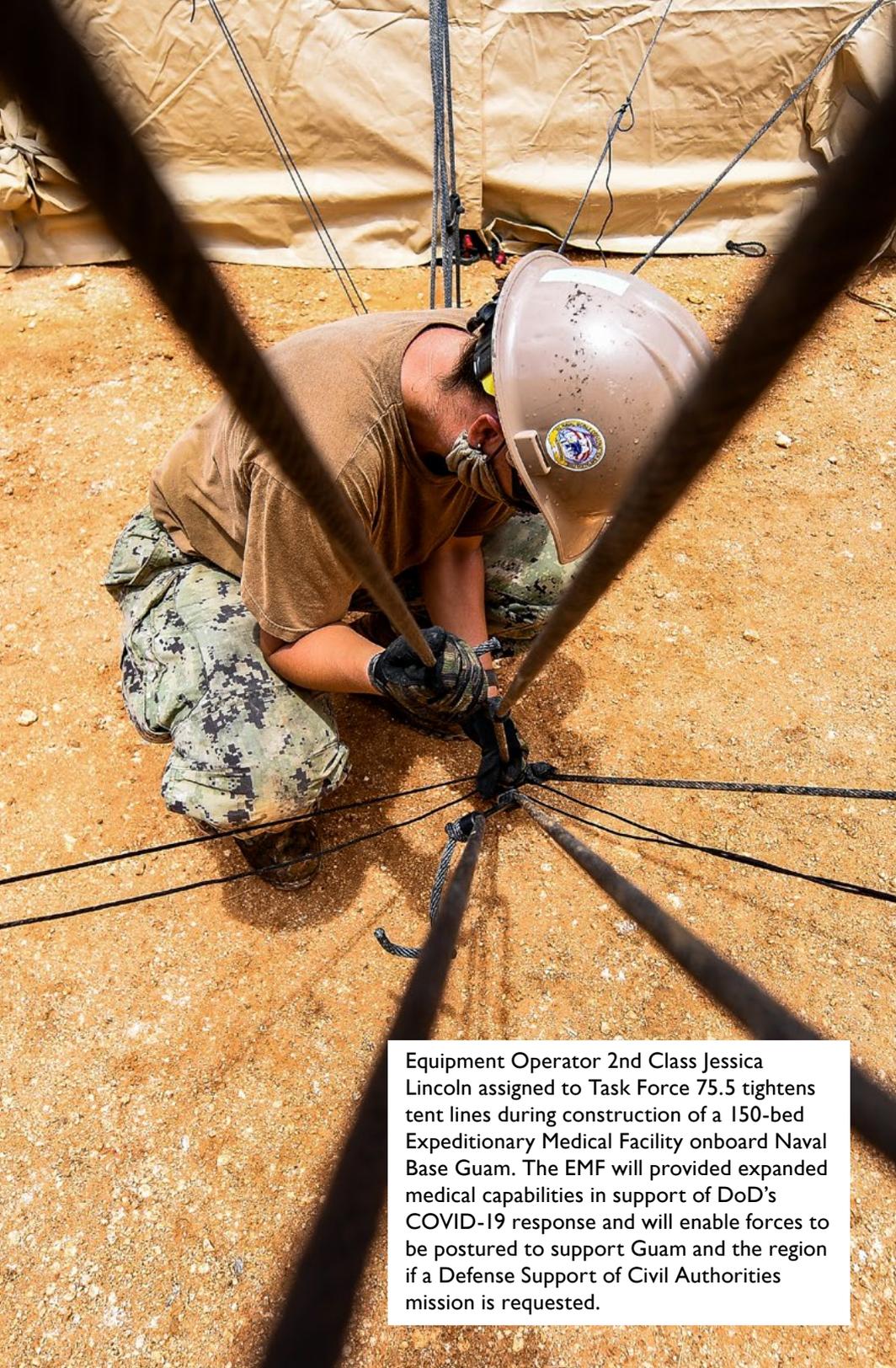
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Equipment Operator 2nd Class Jessica Lincoln assigned to Task Force 75.5 tightens tent lines during construction of a 150-bed Expeditionary Medical Facility onboard Naval Base Guam. The EMF will provide expanded medical capabilities in support of DoD's COVID-19 response and will enable forces to be postured to support Guam and the region if a Defense Support of Civil Authorities mission is requested.



## NOTES



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Washington Navy Yard, D.C.  
20374-5065  
[www.navfac.navy.mil](http://www.navfac.navy.mil)

