



**AC CAREER PATH**  
**(AW)**



Air Traffic Controllers (AC). ACs are responsible for the safe, orderly, and expeditious flow of aircraft. They perform their duties in control towers, radar facilities, and air operations facilities ashore and afloat. Deployable on carriers (CVN), amphibious assault ships (LHD/LHA), tactical air control squadrons (TACRON), and as Army/Marine Corps augmentees (OSA/IA).					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	ACCM	22.7 Yrs	Rating Detailer	Not Defined	5 <sup>th</sup> /6 <sup>th</sup> Shore Tour (36 months) Duty: NAS/Training and Readiness/Fleet Liaison/NATTTC/Staff Billet: LCPO/TYCOM/Liaison
24-26	ACCM ACCS	22.7 Yrs 18.1	CMC, Rating Detailer	Not Defined	4 <sup>th</sup> /5 <sup>th</sup> Shore Tour (36 months) Duty: NAS/Training and Readiness/Fleet Liaison/NATTTC/Staff. Billet: LCPO/TYCOM/Liaison
					3 <sup>rd</sup> /4 <sup>th</sup> Sea Tour (36 months) Duty: TACRON SEL
21-24	ACCM ACCS ACC	22.7 Yrs 18.1 14.3	CMC, Command SCPO, Rating Detailer/Rating Specialist, ECM	Not Defined	3 <sup>rd</sup> /4 <sup>th</sup> Shore Tour (36 months) Duty: NAS/FACSFAC/NATTTC/NAVREP/Training and Readiness. Billet: LCPO/ Training Chief/Branch Chief Qualification: NEC F09A/F13A/F14A/F15A/8MTS
					2 <sup>nd</sup> /3 <sup>rd</sup> Sea Tour (36 months) Duty: CVN/LHA/LHD/TACRON Billet: CATCC Sup/AATCC Sup/TACC Sup Qualification: NEC F10A/ F11A/ F12A
18-21	ACCS ACC AC1	18.1 Yrs 14.3 7.6	OCS, MECP, Command SCPO, ECM	Not Defined	3 <sup>rd</sup> Shore Tour (36-60 months) Duty: NAS/ FACSFAC/NATTTC/NAVREP/Training and Readiness Billet: FWS/LCPO/Training Chief/Branch Chief/TYCOM/Liaison. Qualification: NEC F09A/F13A/F14A/F15A/8MTS
					2 <sup>nd</sup> /3 <sup>rd</sup> Sea Tour Duty: CVN/LHA/LHD/TACRON Billet: CATCC Sup/AATCC Sup/TACC Sup Qualification: NEC F10A/ F11A/ F12A
13-18	ACCS ACC AC1	18.1 Yrs 14.3 7.6	LDO, OCS, MECP, Command SCPO, ECM	Not Defined	2 <sup>nd</sup> /3 <sup>rd</sup> Shore Tour (36-60 months) Duty: NAS/FACSFAC/NATTTC Billet: FWS/Training Chief/Branch Chief Qualification: NEC F09A/F13A/F14A/F15A/8MTS
					2 <sup>nd</sup> Sea Tour (36 months) Duty: CVN/LHA/LHD/TACRON. Billet: CATCC Sup/AATCC Sup/ TACC Sup Qualification: NEC F10A/ F11A/ F12A



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-13	ACC AC1 AC2	14.3 Yrs 7.6 2.9	LDO, OCS, MECO	Not Defined	2 <sup>nd</sup> Shore Tour (36-60 months) Duty: NAS/FACSFAC/NATT.C. Billet: FWS/Branch Chief Qualification: NEC F09A/F13A/F14A/F15A/8MTS
					1 <sup>st</sup> /2 <sup>nd</sup> Sea Tour (36 months) Duty: CVN/LHA/LHD/TACRON Billet: Case III Marshal/Approach CATCC Sup/AATCC Sup/TACC Sup Qualification: F10A/ F11A/ F12A
5-8	AC1 AC2	7.6 Yrs 2.9	STA-21, OCS, MECP, RDC, Recruiter	Not Defined	1 <sup>st</sup> /2 <sup>nd</sup> Shore Tour (36-60 months) Duty: NAS/FACSFAC. Billet: Radar Supervisor/Tower Supervisor Qualification: NEC F09A/F13A/F14A/ F15A
					1 <sup>st</sup> Sea Tour (36 months) Duty: CVN/LHA/ LHD/TACRON Billet: Air Ops Sup/Case I/III Marshal/ Departure/Case III Final/AATCC Sup/TACC Sup Qualification: F05A/F06A/F08A//F11A/F12A
1-5	AC2 AC3	2.9 Yrs 1.7	STA-21, Naval Academy	Not Defined	1 <sup>st</sup> Shore Tour (36-48 months) Duty: NAS/FACSFAC Billet: NAS: FP/FD/GC/CD/FC/LC or AR FACSFAC: SC/CD/RC Qualification: NEC F04A/F14A/F15A
					1 <sup>st</sup> Sea Tour (36 months) Duty: CVN/ LHA/ LHD/ TACRON. Billet: Air Ops Sup/Case I/III Marshal/ Departure/Case III Final/TACC Sup. Qualification: F05A/F06A/F08A/F12A
1+-	ACAN ACAA Accession Training	1.7 Yrs .7		Not Defined	Recruit Training and "A" School. "A" School required rating; must pass the FAA Credentialing test to graduate

Notes:

1. "A" School completion, a valid Security Clearance, and all aviation physical requirements in accordance with SUPERSINST 1430.16(series) are required for advancement.
2. **Career Path not defined by Sea/Shore Flow; Shore Intensive Community.** Limited sea duty billets for Air Traffic Controllers in ranks E6 and above; back-to-back shore duty is common. Sailors who are released to special programs should be given special consideration (RDC and Recruiter). Those that are released to special programs should be graded with the understanding that not all will have had the opportunity to obtain two NECs, and that should not count against them. They should be graded on their Air Traffic Control history and their performance in their current role.

FWS – Facility Watch Supervisor (Shore Duty) - Qualified on all operating positions in the facility and designated in writing by the Commanding Officer. Complexity dependent on the classification of facility (As



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stated in note 6 and 8), Class IV Approach Control Facilities are the most challenging shore duty stations. SFWS- Special Category Facility Watch Supervisor (Shore Duty) – Should not normally be considered for advancement unless specific documentation exists that the facility has been officially authorized to operate periodically in reduced ATC service mode. Naval Outlying Field (NOLF) FWS- Should not normally be considered for advancement unless also designated as an FWS at the main field.

3. Class II Facility (Control Tower Facility)  
Class III Facility (Combined Control Tower and RATCF)  
Class IV Facility (Approach Control)  
Class VI Facility (FACSFAC)
4. Air Traffic Control School House (NATTC) – Competitive Sailors will have been designated as an Air Traffic Control Training Supervisor (ATS), having earned their Master Training Specialist NEC 8MTS, and designated as a Course Supervisor or Instructor Supervisor showing a superior level of expertise. This designation is the culmination of a successful instructor tour and should be taken into consideration for promotion and selection.
6. Approach Control Facilities/CVNs – More challenging duty stations and most difficult NECs to obtain in rating as noted below (\*\*).
7. The following NECs are awarded upon attaining actual qualification/proof of competency in the Fleet. Sailors with these NEC's and documentation of superior performance utilizing qualifications should be highly considered for advancement:
  - F09A – Facility Rated Terminal Radar Approach (RAPCON) Controller \*\*
  - F10A – Rated Carrier Air Traffic Control Center (CATCC) Controller \*\*
  - F11A – Rated Amphibious Air Traffic Control Center (AATCC) Controller
  - F12A – Rated Tactical Air Control Center (TACC) Controller
  - F13A – Facility Rated Fleet Area Control and Surveillance Facility (FACSFAC) Controller
  - F14A – Facility Rated RADAR Air Traffic Control Facility (RATCF) Controller
  - F15A – Control Tower Operator
  - 8MTS – Master Training Specialist

The following NECs are awarded at the completion of a formal course and do not require OJT to be awarded. These NECs should be considered "basic" and do not merit advancement for their attainment:

- F04A – Advanced Radar Traffic Controller
- F05A – Carrier Air Traffic Control Center Controller
- F06A – Amphibious Air Traffic Control Center Controller
- F07A – Air Traffic Control Manager
- F08A – Carrier Air Traffic Control Center (CATCC) Operator
- 805A – Instructor

8. Alphabetical list of Class IV Approach Control facilities warranted for consideration for advancement:
  - NAS Fallon
  - NAS Key West
  - NAS Kingsville
  - NAS Lemoore
  - NAS Meridian
  - NAS Oceana
  - NAS Patuxent River
  - NAS Whidbey Island
  - NBVC Pt. Mugu



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9. The community has recently changed the billet titles of NATOPS Evaluator to Training Chief, and NATOPS Instructor split to Radar Branch Chief, Tower Branch Chief, and Flight Planning Branch Chief. The duties and responsibilities of these positions has remained unchanged and for the purpose of reviewing records at selection boards these titles are interchangeable.

10. List of common acronyms applicable to this career path:

AR	Arrival Controller
AATCC	Amphibious Air Traffic Control Center
ATTWO	Antiterrorism Tactical Watch Officer
ATS	Air Traffic Control Training Supervisor
BUPERS	Bureau of Naval Personnel
CATCC	Carrier Air Traffic Control Center
CD	Clearance Delivery
CMEO	Command Managed Equal Opportunity
CPOA	Chief Petty Officer's Association
CSEL	Command Senior Enlisted Leader
CSTT	Combat Systems Training Team
DCTT	Damage Control Training Team
EAWS	Enlisted Air Warfare Specialist
ECM	Enlisted Community Manager
FAA	Federal Aviation Administration
FACSFAC	Fleet Area Control and Surveillance Facility
FC	Final Controller
FCPOA	First Class Petty Officer's Association
FP	Flight Planning
FWS	Facility Watch Supervisor
GC	Ground Controller
LC	Local Controller
LCPO	Leading Chief Petty Officer
LDO	Limited Duty Officer
LPO	Leading Petty Officer
MECP	Medical Enlisted Commissioning Program
MTS	Master Training Specialist
NAS	Naval Air Station
NATOPS	Naval Air Training and Operating Procedures Standardization
NATTC	Naval Air Technical Training Center
NAVREP	US Navy Air Traffic Control FAA Representative
NPC	Navy Personnel Command
NRD	Navy Recruiting District
NROTC	Navy Reserve Officer Training Corps
OCS	Officer Candidate School
OOD	Officer of the Deck
PERS	Personnel
RC	Radar Coordinator
RDC	Recruit Division Commander
RTC	Recruit Training Command
SC	Sector Controller
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
STA-21	Seaman to Admiral



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TACC	Tactical Air Command Center
TYCOM	Type Commander
WCS	Work Center Supervisor

### **Considerations for advancement from E6 to E7**

- Shall have earned a minimum of TWO NECs listed below. The two NECs may be any combination sea or shore NECs
  - Shore NECs: F09A, F13A, F14A, F15A, or 8MTS
  - Sea NECs: F10A, F11A, F12A
  - \*Note\* RDCs and recruiters may not have the opportunity to obtain two ATC NECs

#### **1. Sea Assignments**

- **“Candidates to be considered as Fully Qualified”**
- AATCC / CATCC / TACC Supervisor
- Qualified JOOD / OOD(I/P)
- One warfare pin (except for E4 and below)
- **“Candidates to be considered as Best Qualified”**
- Documented performance in key leadership positions, e.g. LPO, or Departmental / Divisional Work Center Supervisor
- Two warfare pins
- Documented Command / Department / Division impact in performance of collateral duties, FCPOA and Sailor 360
- If a candidate is serving as the AATCC/CATCC/TACC Chief, special consideration should be given for advancement

#### **2. Shore Assignments**

- **“Candidates to be considered as Fully Qualified”**
- FWS
- NATTC Pensacola (Instructor Duty, 8MTS Required)
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
- **“Candidates to be considered as Best Qualified”**
- Documented performance in key leadership positions, e.g. LPO or Section Leader
- Documented performance of Command / Department / Division collateral duties, FCPOA and Sailor 360
- Serving as the Training / Radar / Tower Chief: Special consideration should be given for advancement. At Class IV Facility’s, the Training Chief position is normally held by an E8. The Radar and Tower Chief positions are normally held by an E7

\*Note\* Special consideration should be given to the winner of the Vice Admiral Robert B. Pirie Naval Air Traffic Controller of the Year (naval message)

### **Considerations for advancement from E7 to E8**

- Shall have earned a minimum of THREE NECs listed below. The three NECs must include at least one of the sea NECs. (Redistributed Sailors unable to attain will have a signed memorandum by the office of the CNO)
  - Shore NECs: F09A, F13A, F14A, F15A, or 8MTS
  - Sea NECs: F10A, F11A, F12A

#### **1. Sea Assignments**

- **“Candidates to be considered as Fully Qualified”**
- Served as AATCC / TACC LCPO, CATCC Chief, or Training and Readiness
- AATCC / CATCC / TACC Supervisor



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- Qualified OOD(I/P), Section Leader, or other outside the normal scope (i.e.: ATTWO)
- Two warfare pins
- **“Candidates to be considered as Best Qualified”**
- Training Team member (i.e.: DCTT, CSTT) or Repair Locker Leader or other Damage Control organization involvement
- Command Collateral or Departmental duty with documented impact
- CPOA and CPO Initiation involvement or leading a committee

\* Note\* If a candidate is serving as the OC LCPO, special consideration should be given for advancement.

### 2. Shore Assignments

- **“Candidates to be considered as Fully Qualified”**
- Serve as ATC LCPO, Radar / Tower / Training Chief, NAVREP, ECM, or Fleet Liaison
- FWS
- NATTC Pensacola (Instructor Duty, 8MTS Required)
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
- **“Candidates to be considered as Best Qualified”**
- Served as Training Chief, Branch Chief, or LCPO
- Command or Departmental Collateral duty with documented impact (i.e. CFL)
- CPOA and CPO Initiation involvement or leading a committee
- Class IV Facility (Approach Control)

### Considerations for advancement from E8 to E9

- Shall have earned a minimum of THREE NECs listed below. The three NECs must include at least one of the sea NECs
  - Shore NECs: F09A, F13A, F14A, F15A, or 8MTS
  - Sea NECs: F10A, F11A, F12A
- The Air Traffic Control TYCOM Billets present unique challenges and demanding travel requirements. The billets carry both personal and professional implications and should be considered arduous duty. TYCOM Billets are critical to the AC rating and deserve a careful consideration for advancement

### 1. Sea Assignments

- **“Candidates to be considered as Fully Qualified”**
- Served as AATCC / CATCC / TACC LCPO or Training and Readiness
- AATCC / CATCC / TACC Supervisor
- Qualified OOD(I/P), Senior Section Leader, or other outside the normal scope (i.e.: ATTWO)
- Two warfare pins
- **“Candidates to be considered as Best Qualified”**
- Training Team member (i.e.: DCTT, CSTT) or Repair Locker Leader or other Damage Control organization involvement
- Command or Departmental collateral duty with documented impact
- CPOA and CPO Initiation involvement or leading a committee

### 2. Shore Assignments

- **“Candidates to be considered as Fully Qualified”**
- Serve as ATC LCPO, Training Chief or Fleet Liaison/TYCOM
- FWS (at Class IV facilities only)
- NATTC Pensacola (Instructor Duty, 8MTS Required)
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
- **“Candidates to be considered as Best Qualified”**
- Command or Departmental collateral duty with documented impact



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- CPOA and CPOI involvement or leading a committee

Senior Chiefs sitting LCPO billets at Class IV facilities need to explain the reason in their LTBs with documented proof from their TYCOM