



## AD CAREER PATH (AW)



Aviation Machinist's Mate (AD). ADs maintain, inspect, troubleshoot, preserve, and de-preserve aircraft engines and their related systems, including fuel, lubrication, compression, combustion, exhaust, accessory gearbox, aircraft mounted accessory drive, propeller, anti-ice, bleed air systems, etc.; conduct special and conditional inspections and oil analysis; perform functional checks and required adjustments on engines and related systems; and supervise and provide training to power plant work centers.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
25-30	AFCM	22.3 Yrs	CSEL	36/36	Follow-on Shore/Sea Tours
22-25	AFCM ADCS	22.3 Yrs 18.4	CSEL, CMD SCPO, CWO, Spec. Recon Team (SRT), Blue Angels, LCAC	36	4 <sup>th</sup> Sea Tour Billet: MMCPO/MSCPO Prod/Maint LCPO/CSEL/Dept LCPO/ DET LCPO/DET SEL Duty: Squadron/AIMD/Staff/ CVW/WING/CNAF (AMMT) Qualification: SEA
19-22	AFCM ADCS ADC	22.3 Yrs 18.4 14.6	CWO, CSEL, Brig Duty, ECM, Rating Detailer/Rating Specialist, LCAC	36	3 <sup>rd</sup> Shore Tour Billet: MMCPO/MSCPO/Staff LCPO/Production LCPO/SEA/SEL/CSEL Duty: TYCOM/AIMD/NAR/ CNAF (AMMT) / WING Qualification: SEA / GGR
15-19	ADCS ADC AD1	18.4 Yrs 14.6 8.9	MECP, OCS, LDO, CWO, CSEL, RDC, Equal Opportunity Advisor, Drug and Alcohol Counselor, Brig Duty, Instructor Duty, Spec. Recon Team (SRT), Blue Angels, LCAC	48	3 <sup>rd</sup> Sea Tour Billet: Maint LCPO/Dept LCPO/QA/CSEL/Safety Technician/ DET LCPO/DET SEL/DET LPO Duty: CVN/L-Class, Squadron/AIMD Afloat/CNAF (AMMT) / WING Qualification: SFF, CDI, CDQAR
12-15	ADCS ADC AD1	18.4 Yrs 14.6 8.9		36	2 <sup>nd</sup> Shore Tour Billet: Instructor/Recruit Division CDR/PERS/BUPERS/Staff/ Div/Prod/Maint CPO/SEA/SEL Safety Technician Duty: Fleet Replacement Squadron/AIMD/NAR/WING Inspector/Advisor Qualification: LCPO, SFF, GGR, PC, QAR
8-12	ADC AD1 AD2	14.6 Yrs 8.9 3.9		48	2 <sup>nd</sup> Sea Tour Billet: Maint Tech/WC Sup/QA/LPO/DIV LCPO Safety Technician / Safety PO Duty: Squadron/AIMD Afloat Qualification: SFF, EAWS, LPO, PC, CDI/CDQAR



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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
5-8	AD1 AD2 AD3	8.9 Yrs 3.9 1.9	RDC, MECP, STA-21, Naval Academy, NROTC, LDO, RDC, Recruiter, DAPA , Brig Duty, Instructor Duty, Blue Angels	36	1 <sup>st</sup> Shore Tour Billet: Maint Tech/WC Sup/LPO/Instructor/QA Duty: NAS/AIMD/NAR Qualification: CDI/CDQAR
1-5	AD2 AD3	3.9 Yrs 1.9	MECP, STA-21, Naval Academy, NROTC,	48	1 <sup>st</sup> Sea Tour Billet: Maint Tech/Plane Captain/W/C SUP Safety Technician/Safety PO CDI/Maint Turn Qual. Duty: Squadron/AIMD Qualification: EAWS
1+/-	ADAN ADAA Accession Training	9 Months			Recruit Training (8 weeks)/"A" School (9 weeks)/"C" School for aircraft platform or AIMD billet

### Notes:

1. "A" School is not required.
2. This is a compression rating - AD/AM ratings compress to AF rating at Master Chief.
3. List of common acronyms applicable to this career path:

AD	Aviation Machinist's Mate
AIMD	Aircraft Intermediate Maintenance Dept.
AMI	Aviation Maintenance Inspection
AMMT	Aviation Maintenance Management Team
APT	Aviation Program Team
APU	Auxiliary Power Unit
AV/WEP	Avionics / Weapons
BUPERS	Bureau of Naval Personnel
CAL Tech	Calibration Technician
CDI	Collateral Duty Inspector
CDQAR	Collateral Duty Quality Assurance Representative
CMEO	Command Managed Equal Opportunity
CNAF	Commander Naval Air Forces
CNAL	Commander, Naval Air Forces Atlantic
CNAP	Commander, Naval Air Forces Pacific
CNATT	Center for Naval Aviation Technical Training



## AD CAREER PATH (AW)



COMFRC	Commander Fleet Readiness Center
CORR CTRL	Corrosion Control
CPOA	Chief Petty Officer's Association
CSEL	Command Senior Enlisted Leader
CWO	Chief Warrant Officer
DCTT	Damage Control Training Team
DET	Detachment
DEVGRU	Development Group
EAWS	Enlisted Air Warfare Specialist
ECM	Enlisted Community Manager
FCPOA	First Class Petty Officer's Association
FRC	Fleet Readiness Center
FRS	Fleet Readiness Squadron
FDNF	Forward Deployed Naval Forces
GFR	Government Flight Representative
GFRC	Ground and Flight Risk Clause
GGR	Government Ground Representative
GGFR	Government Ground Flight Representative
I-Level	Intermediate Level
IMA	Intermediate Maintenance Activity
LCAC	Landing Craft Air Cushion
LCPO	Leading Chief Petty Officer
LDO	Limited Duty Officer
LPO	Leading Petty Officer
MCI	Material Condition Inspection
MECP	Medical Enlisted Commissioning Program
MPA	Maintenance Program Assist
MTS	Master Training Specialist
NAS	Naval Air Station
NATEC	Naval Air Technical Data and Engineering Service Command
NATTC	Naval Air Technical Training Center
NPC	Navy Personnel Command
NROTC	Navy Reserve Officer Training Corps
OCS	Officer Candidate School
O-Level	Organizational Level
OOD	Officer of the Deck
PERS	Personnel
PMA	Program Management Activity
PO	Petty Officer
QA	Quality Assurance
QAR	Quality Assurance Representative
QAS	Quality Assurance Supervisor
RDC	Recruit Division Commander



## AD CAREER PATH (AW)



SEA	Senior Enlisted Academy
SEAOPPDET	Sea Operational Detachment
SFF	Safe For Flight
SRT	Special Reconnaissance Team
STA-21	Seaman To Admiral
VX	Air Test and Evaluation Squadron

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

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

- Notes regarding Special Reconnaissance Teams (SRT/NSWDG):
  - Enlisted members operate in small detachments maintaining and flying Unmanned Aircraft Systems (UAS). Requires special screening and extensive training
  - “Ranked” evaluations or documentation utilizing the following qualifications is indicative of excellence and ability to lead, and qualify in other platforms of aircraft
  - Basic qualifications
    - Combat Support
    - UAS Operator
    - UAS Maintenance
    - Expeditionary Warfare Specialist
  - Advanced qualifications
    - Mission Commander (Pinnacle UAS qualification)
    - SFF
    - Instructor
    - Information Warfare Specialist
- Documentation of utilizing in-rate basic and advanced qualifications
  - Collateral Duty Inspector basic qualification (CDI)
  - Quality Assurance Representative advanced qualification (QAR)
- Utilizing/documentation of usage of advanced qualifications
  - APU / High-Power / Low-Power Turn Qualification / Engine Test Cell Operator / Yellow/Green/Black Belt certifications
  - Documentation of usage/impact of basic and advanced qualifications is essential
  - Out-of-rate qualifications (multi-workcenter/full systems CDI/CDQAR/QAR, etc.) are indicative of character and ability to lead and communicate at the department level
- At least one warfare pin (AW primary)
- At least one command collateral duty (Primary or Alternate)
- Should have served as LPO or Assistant LPO of production OR staff division
  - Production Control
  - Quality Assurance
  - Maintenance Control
  - Production Division/Work Center
  - Detachment LPO
- Safe-For-Flight (SFF) Qualification (O-Level) / Production Control (I-Level)
  - SFF / Production Control qualification is not required for advancement to E-7 but is an advanced qualification for a E-6. E-6’s holding the SFF / Production Control qualification WITH documentation of experience utilizing the qualification at sea OR shore should be given high consideration for advancement
- Phase Supervisor/Coordinator (typically required prior to SFF qualification)
- Production Control qualified (if assigned to CVN/LHA/LHD AIMD)
- If billeted to a ship, attainment of minimum shipboard quals is prudent. At a minimum, the following qualifications should be achieved and kept current: 3M (301-306), DC(301-313)
- Safety Petty Officer
  - Safety Petty Officer billets are highly valued in operational commands. Qualification with the 825A NEC (Safety Technician) or as a graduate of the Naval Safety and Environmental



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Training Center's Aviation Safety Specialist course with documentation of command-wide, CVN/CAG level impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.

- Watch qualifications onboard: Petty Officer of the Watch, Junior Officer of the Deck (JOOD)
- Collateral duties / Mess Involvement
  - FCPOA position (president/secretary/treasurer/etc.)
  - Sailor 360 involvement
  - Documentation of performance and impact from command involvement/command collateral duty performance

### 2. Shore Assignments

- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively at the department OR command level
  - RDC / Instructor / Recruiter / PERS / BUPERS
  - Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
  - Attainment of Master Training Specialist (MTS) qualification if eligible
- Notes regarding Naval Special Warfare UAS (SRT/ATC)
  - NSW UAS Instructors work in UIC's that are designed to retain select, experienced NSW UAS personnel to train incoming UAS operators in special warfare and UAS maintenance/flight operations. Designation as a NSW UAS Instructor is indicative of excellence and ability to lead at the department/command level
- Attainment and utilization of advanced qualifications at the journeyman level
- Safe-For-Flight (SFF) Qualification (O-Level) / Production Control (I-Level)
  - SFF / Production Control qualification is not required for advancement to E-7 but is an advanced qualification for a E-6. E-6's holding the SFF / Production Control qualification WITH documentation of experience utilizing the qualification at sea OR shore should be given high consideration for advancement
- Phase Supervisor/Coordinator (typically required prior to SFF qualification)
- Utilizing/documentation of usage of advanced qualifications
  - APU / High-Power / Low-Power Turn Qualification / Engine Test Cell Operator
  - Documentation of usage/impact of basic and advanced qualifications is essential
  - Out-of-rate qualifications (multi-workcenter/full systems CDI/CDQAR/QAR, etc.) are indicative of character and ability to lead and communicate at the department level
  - Aviation Program Team (APT)
    - APT provides oversight of contract requirements in support of the GFR, GGFR, and COR in areas to include maintenance management, safety, QA, and property control
    - GGR's are responsible for surveillance and oversight of contractor aircraft ground operations as part of an Aviation Program Team. Designation as a GGR is considered an advanced qualification for E-6's and may only be granted to top-performing E-6's in a program team
- Safety Petty Officer
  - Safety Petty Officer billets are highly valued in operational commands. Qualification with the 825A NEC (Safety Technician) or as a graduate of the Naval Safety and Environmental Training Center's Aviation Safety Specialist course with documentation of command-wide impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.
- Collateral duties / Mess Involvement
  - FCPOA position (president/secretary/treasurer/etc.)
  - Sailor 360 involvement
  - Documentation of performance and impact from command involvement/command collateral duty performance



## AD CAREER PATH (AW)



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

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

- Notes regarding Special Reconnaissance Teams (SRT/NSWDG):
  - Enlisted members operate in small detachments maintaining and flying Unmanned Aircraft Systems (UAS). Requires special screening and extensive training
  - “Ranked” evaluations or documentation utilizing the following qualifications is indicative of excellence and ability to lead, and qualify in other platforms of aircraft
  - Basic qualifications
    - Combat Support
    - UAS Operator
    - UAS Maintenance
    - Expeditionary Warfare Specialist
  - Advanced qualifications
    - Mission Commander (Pinnacle UAS qualification)
    - SFF
    - Instructor
    - Information Warfare Specialist
- At least one warfare pin (AW primary)
- Staff Duty
  - Wing Advisor / CNAF Inspection Team
  - Successful tour is indicated by documented superior performance since teams are comprised of subject matter experts
- Safe for Flight (SFF) Qualification if stationed at the O-Level (Squadron)
  - SFF Qualified on at least one aircraft platform if stationed at VX Squadron
- At least 12 months in a command role / billet
  - Maintenance / Production Control (Desk Chief)
  - Division LCPO
  - Detachment LCPO
  - Documentation of superior performance in a primary duty
    - Evidenced by inspection results such as AMI/MPA/MCI/etc. where aviation-type inspections are performed
- Strong consideration for designation and documentation as a Detachment (DET) LCPO
  - Rescue DETs and DETs for new delivery aircraft do NOT qualify as Detachment LCPO
- If assigned to a sea-going vessel, attainment of minimum shipboard quals is prudent. At a minimum, the following qualifications should be achieved and kept current: 3M (304) and DCCT
- Watch qualifications onboard: Enlisted Section Leader, Officer of the Deck (OOD)
- Major command collateral duty with documented impact
- Collateral duties / Mess Involvement
  - CPOA involvement and collateral duties should be subordinate to primary duties
  - Sailor 360 involvement, leading, mentoring Sailors with results
  - Documentation of performance and impact from command involvement/command collateral duty performance

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

- Notes regarding Naval Special Warfare UAS (SRT/ATC)
  - NSW UAS Instructors work in UIC's that are designed to retain select, experienced NSW UAS personnel to train incoming UAS operators in special warfare and UAS maintenance/flight operations. Designation as a NSW UAS Instructor is indicative of excellence and ability to lead at the department/command level
- At least one warfare pin (AW primary)
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively in and out of community
  - RDC / Instructor / Recruiter / PERS / BUPERS
  - Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.



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- Attainment of Master Training Specialist (MTS) qualification if eligible
- Staff Duty
  - Wing Advisor / CNAF Inspection Team / Ground Government Representative
  - Successful tour is indicated by documented superior performance since teams are comprised of subject matter experts
  - Aviation Program Team (APT)
    - APT provides oversight of contract requirements in support of the GFR, GGFR, and COR in areas to include maintenance management, safety, QA, and property control
- At least 12 months in a command role / billet
  - Maintenance / Production Control (Desk Chief)
  - Division LCPO
  - Documentation of superior performance in a primary duty
    - Evidenced by inspection results such as AMI/MPA/MCI/etc. where aviation-type inspections are performed
- Collateral duties / Mess Involvement
  - CPOA involvement and collateral duties should be subordinate to primary duties
  - Sailor 360 involvement, leading, mentoring Sailors with results
  - Documentation of performance and impact from command involvement/command collateral duty performance

### **Considerations for advancement from E8 to E9**

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

- Notes regarding Special Reconnaissance Teams (SRT/NSWDG):
  - Enlisted members operate in small detachments maintaining and flying Unmanned Aircraft Systems (UAS). Requires special screening and extensive training
  - “Ranked” evaluations or documentation utilizing the following qualifications is indicative of excellence and ability to lead, and qualify in other platforms of aircraft
  - Basic qualifications
    - Combat Support
    - UAS Operator
    - UAS Maintenance
    - Expeditionary Warfare Specialist
  - Advanced qualifications
    - Mission Commander (Pinnacle UAS qualification)
    - SFF
    - Instructor
    - Information Warfare Specialist
- The 724B NEC (Maintenance and Material Control Master Chief) is **NOT** required for advancement to E9.
- SEA (required)
- Successfully lead a Sea-going detachment
  - Rescue DETs and DETs for new delivery aircraft do not qualify as Detachment LCPO
- At least 12 months in a command role / billet
  - Maintenance / Production Control Supervisor
  - Division LCPO at I-Level
  - Quality Assurance Supervisor
  - Completion of an inspection cycle (AMI / MCI / MPA, etc.)
  - SRT LCPO
  - CNAF (AMMT) Inspection Team LCPO
- At least one warfare pin
- Senior Enlisted Leader during absence of incumbent
  - Not required for advancement however a positive indicator of responsibility, character, integrity, and ability to lead at the command level





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- If assigned to and sea-going vessel, attainment of minimum shipboard quals is prudent. At a minimum, the following qualifications should be achieved and kept current: 3M (304) and DCCT
- Watch qualifications onboard: Enlisted Section Leader, Officer of the Deck (OOD)
- Command Collateral with documented impact
- Collateral duties / CPOA Involvement
  - CPOA involvement and collateral duties should be subordinate to primary duties
  - Committee lead or alternate / selectee sponsor
  - Sailor 360 involvement, leading, mentoring Sailors with results
  - Documentation of performance and impact from command involvement/command collateral duty performance

### 2. Shore Assignments

- The 724B NEC (Maintenance and Material Control Master Chief) is **NOT** required for advancement to E9
- SEA (required)
- At least 12 months in a command role / billet
  - Maintenance / Production Control Supervisor
  - Division LCPO at I-Level
  - Quality Assurance Supervisor
  - Maintenance Control Supervisor
  - Completion of an inspection cycle (AMI / MCI / MPA, etc.)
  - Documentation of impact of performance
- Staff Duty
  - Wing Advisor / CNAF Inspection Team / Ground Government Representative
  - Successful tour is indicated by documented superior performance since teams are comprised of subject matter experts
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively in and out of community
  - RDC / Instructor / Recruiter / PERS / BUPERS
  - Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
  - Attainment of Master Training Specialist (MTS) qualification if eligible
- Senior Enlisted Leader during absence of incumbent
  - Not required for advancement however a positive indicator of responsibility, character, integrity, and ability to lead at the command level
- At least one warfare pin
- Command Collateral Duty with documented impact
- CPOA involvement
- Sailor 360 / Initiation involvement (committee lead or alternate / selectee sponsor)