Aviation Ordnancemen (AO). AOs are aircraft armament (weapons) specialists and are in charge of storing, servicing, inspecting and handling all types of weapons and ammunition carried on Navy aircraft.

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>CAREER MILESTONES</th>
<th>AVERAGE TIME TO ADVANCE</th>
<th>COMMISSIONING OR OTHER SPECIAL PROGRAMS</th>
<th>SEA/SHORE FLOW</th>
<th>TYPICAL CAREER PATH DEVELOPMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>28-30</td>
<td>AOCM</td>
<td>22.1 Yrs</td>
<td>CSEL, Rating Detailer</td>
<td>36/36</td>
<td>Follow-on Shore/Sea Tours</td>
</tr>
<tr>
<td>24-28</td>
<td>AOCM, AOCS</td>
<td>22.1 Yrs 19.8</td>
<td>CMC, Rating Detailer</td>
<td>48</td>
<td>4th Sea Tour</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Billet: Av ORD, DIV CPO, Dept LCPO CSC, SEA, Duty: Squadron/Ship’s Co.</td>
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<tr>
<td>21-24</td>
<td>AOC, AOCS</td>
<td>19.8 Yrs 16.4</td>
<td>CWO, CSEL, CSC, Placement Coordinator, Naval Academy Company Advisor, Brig Duty</td>
<td>36</td>
<td>3rd Shore Tour</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>Billet: Ord Tech, Trng Manager, Ammo Mgr, Div Sup, QA Sup, Maint/Prod Ctrl Sup/Coord, System’s Analyst/ Project Specialist, Duty: FRC, NAS, NMC, CVW, NPC, Qualification: SEA</td>
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<tr>
<td>17-21</td>
<td>AOC, AO1</td>
<td>19 Yrs 16.4 9.3</td>
<td>MECP, CWO, CSC, RDC, Naval Academy Company Advisor, Enlisted Detailer, Manpower Analyst, Equal Opportunity Advisor, Brig Duty</td>
<td>48</td>
<td>3rd Sea Tour</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Billet: Maint Tech, PC Sup, QAR/ARM INS, DIV Sup, Maint/Prod Ctrl Coord, Duty: Squadron/Ship’s Company, CVW. Qualification: Full System Maint/QA; Div. LCPO/LPO; DLCPO for LHD.</td>
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<tr>
<td>14-17</td>
<td>AOC, AO1</td>
<td>16.4 Yrs 9.3</td>
<td></td>
<td>36</td>
<td>2nd Shore Tour</td>
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<tr>
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<td></td>
<td></td>
<td></td>
<td>Billet: Arm Tech, SEAOPDET Coord, Trng Coord, Supervisor, QAR, Maint/Prod Ctrl Sup, Special Programs, Instructor. Duty: FRC, Squadron, NRD, RDC, CNATT, Wing, NATTC. Qualification: Instructor, Supervisor, QAR, Maint/Prod Ctrl Sup, Range Master</td>
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<tr>
<td>9-14</td>
<td>AO1, AO2</td>
<td>9.3 Yrs 5</td>
<td></td>
<td>60</td>
<td>2nd Sea Tour</td>
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<tr>
<td>6-9</td>
<td>AO2, AO3</td>
<td>5 Yrs 3.2</td>
<td>MECP, STA-21, Naval Academy, NROTC, LDO, RDC, Recruiter, Enlisted Detailer, USS CONSTITUTION, Brig Duty</td>
<td>36</td>
<td>1st Shore Tour</td>
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<tr>
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<td></td>
<td></td>
<td></td>
<td>Billet: Corr Ctrl, Maint/Weps Tech/Loader, Sup, Instructor, Special Programs. Duty: Squadron, NMC, AIMD, FRC, NRD. Qualification: PC, CDI, Sup Instructor, TL.</td>
</tr>
</tbody>
</table>

Revised: December 2019
### AO CAREER PATH (AW)

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>CAREER MILESTONES</th>
<th>AVERAGE TIME TO ADVANCE</th>
<th>COMMISSIONING OR OTHER SPECIAL PROGRAMS</th>
<th>SEA/SHORE FLOW</th>
<th>TYPICAL CAREER PATH DEVELOPMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-6</td>
<td>AO3</td>
<td>3.2 Yrs</td>
<td>MECP, STA-21, Naval Academy, NROTC, USS CONSTITUTION,</td>
<td>54</td>
<td>1st Sea Tour</td>
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<tr>
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<td></td>
<td></td>
<td></td>
<td>Billet: Maint/Weps Tech/Handler, Corr Ctrl, PC.</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Duty: FRC SEAOPEDET, CVW, FRC SEAOPEDET.</td>
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<tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Qualification: EAWS, PC, TM/TL.</td>
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<tr>
<td>1+/–</td>
<td>AOAN</td>
<td>9 Months</td>
<td></td>
<td></td>
<td>Recruit Training (8 weeks)</td>
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<tr>
<td></td>
<td>AOAA</td>
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<td></td>
<td></td>
<td>“A” School for aircraft platform/AIMD/WPNS Assembly billet.</td>
</tr>
<tr>
<td></td>
<td>Accession Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Notes:**

1. “A” school is not required

2. This rating utilizes a large amount of general or special duty billets for shore duty instead of in-rate billets, due to a lack of in-rate shore duty options. Filling a billet outside the AO rating ashore will likely be required during a Sailor’s career.

3. Career enhancing billets or tours include: RDC, Recruiting, Enlisted Detailer, Placement, Instructor Duty (NATTC, CNATT), FRS.

4. Extended sea tours and early return to sea are in the best interest of the AO community.

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

   - AIMD: Aircraft Intermediate Maintenance Dept
   - ALPO: Assistant Leading Petty Officer
   - AMMT: Aviation Maintenance Management Team
   - APU: Auxiliary Power Unit
   - APT: Aviation Program Team
   - ATG: Afloat Training Group
   - ATS: Afloat Training Specialist
   - ATTWO: Antiterrorism Tactical Watch Officer
   - AV/WEP: Avionics / Weapons
   - BUPERS: Bureau of Naval Personnel
   - CDI: Collateral Duty Inspector
   - 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
   - COMFRC: Commander Fleet Readiness Center
   - CORR CTRL: Corrosion Control
   - CPOA: Chief Petty Officer’s Association
   - CSEL: Command Senior Enlisted Leader
   - CWO: Chief Warrant Officer
   - DCCT: Damage Control Training Team
   - DLCPO: Departmental Leading Chief Petty Officer
   - EAWS: Enlisted Air Warfare Specialist
Considerations for advancement from E6 to E7

1. Sea Assignments:
   - Should be qualified Quality Assurance Safety Observer
   - CDQAR/QAR for squadron and/or AIMD
   - Dual warfare qualified
   - Asst. Command Collateral or primary departmental collateral duty
   - Weapons Training Team onboard a CVN/LHD
   - LPO or Production LPO (only G-3 has a Production LPO)
   - Gunnery Liaison Officer/Gun Control Officer (LHD/LHA)
   - Sailor 360 Involvement
   - FCPOA involvement

2. Shore Assignments:
   - Should include an RDC, Instructor (MTS required) and/or Recruiting Tour
   - In rate assignments: FRS, Inspection Team, Major NMC, NAWDC
   - 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.

- Community Service
  - Military Outstanding Volunteer Service Medal
- Civilian Education
- Military Education PMEs
- Navy COOL and/or USMAP Apprenticeships
- Sailor 360 Involvement
- FCPOA involvement

Considerations for advancement from E7 to E8

1. Sea Assignments:
   - Division LCPO
   - Command Collateral Duty
   - Departmental 3MA
   - Qualified ATTWO
   - Safe for flight/Full system QAR
   - QAS
   - Qual/Cert Board Member/Qualifier
   - CPOA involvement
   - Sailor 360 / Initiation involvement
     - Leading a committee a plus / Selectee Sponsor

2. Shore Assignments:
   - Should include an RDC, Instructor (MTS required) and/or Recruiting Tour
   - In rate assignments: FRS, Inspection Team, Major NMC, NAWDC
   - 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
   - Community Service
     - MOVSM
   - Civilian Education
   - Military Education PMEs
   - CPOA involvement
   - Sailor 360 / Initiation involvement
     - Leading a committee a plus / Selectee Sponsor

Considerations for advancement from E8 to E9

1. Sea Assignments
   - Dept. LCPO
   - G3/G5 LCPO
   - CSEL
   - Command Collateral Duty
   - Maint. Control or Prod Control Chief
   - CPOA involvement
     - Officer position
   - Sailor 360 / Initiation involvement
     - Leading a committee a plus / Selectee Sponsor

2. Shore Assignments:
   - Should include an RDC, Instructor (MTS required) and/or Recruiting Tour
• In rate assignments: FRS, ATG(ATS required), Inspection Team, Major NMC, NAWDC, Ground Government Representative
• Community Service
• MOVSM
• Civilian Education
• Military Education PMEs
• Senior Enlisted Academy
• CPOA involvement
  o Officer position
• Sailor 360 / Initiation involvement/ Initiation Lead
• Leading a committee a plus / Selectee Sponsor