



## AO CAREER PATH (AW)



Aviation Ordnanceman (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.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	AOCM	22.1 Yrs	CSEL, AO Lead Detailer	36/36	Follow-on Shore/Sea Tours CVN, NMC DET, CNATTU, COMNAVAIRPAC/LANT
24-28	AOCM AOCs	22.1 Yrs 19.3	CMC, Rating Detailer	48	4 <sup>th</sup> Sea Tour Billet: Av ORD, G-3 DIV CPO, Dept LCPO CSC, SEA, Duty: Squadron/Ship's Co.
21-24	AOCs AOC	19.3 Yrs 14.5	CWO, CSEL, AO Lead Detailer, Placement Coordinator, Enlisted Detailer, AFLOATRAGRU, COMNAVAIRPAC, COMNAVAIRLANT, CNATTU/NATTC Instructor, CTF, PEO, PMS, FDNF	36	3 <sup>rd</sup> Shore Tour Billet: Trng Manager, Ammo Mgr, QA Sup, Maint/Prod Ctrl Sup/Coord, System's Analyst/ Project Specialist, Detailer Duty: FRC, NAS, NMC, CVW, Qualification: QA/SO SEA, ATS/MTS
17-21	AOCs AOC AO1	19.3 Yrs 14.5 9.4	CWO, RDC, CSEL, Enlisted Detailer, Placement Coordinator, AFLOATRAGRU, COMNAVAIRPAC, COMNAVAIRLANT, CNATTU/NATTC Instructor, A/C Wing, CTF, PEO, PMS, FDNF	48	3 <sup>rd</sup> Sea Tour Billet: G-1/3 LPO/LCPO, PC Sup, QAR/ARM INSP, DIV LPO, Maint/Prod Ctrl Coord, Safety Technician Duty: Squadron/ All Ship's, CVW WEPS LPO, OIS DBA Qualification: Full System Maint/QA; Div. LCPO/LPO; DLCPO for LHD, ATS, ATTWO, OOD, SL, D/S WBC, COG, GCO/GLO, SSDF TL, WTT, ATT, ATTT, CSTT, DCTT
14-17	AOC AO1	14.5 Yrs 9.4		36	2 <sup>nd</sup> Shore Tour Billet: LPO, LCPO, Arm Tech, Supervisor, QAR, Maint/Prod Ctrl Sup, Special Programs, Instructor, Safety Technician Duty: FRC, Squadron, RDC, CNATTU, COMNAVAIR, NMC, DET. AFLOATRAGRU Qualification: Instructor, QAR, Maint/Prod Ctrl Sup, Range Master, ATS/MTS



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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
9-14	AO1 AO2	9.1 Yrs 4.5	CWO, RDC, CSEL, Enlisted Detailer, Placement Coordinator, AFLOATRAGRU, COMNAVAIRPAC, CAMNAVAIRLANT, CNATTU/NATTC Instructor, A/C Wing, CTF, PEO, PMS, FDNF	60	2 <sup>nd</sup> Sea Tour Billet: Maint Tech, Supervisor, QAR, WCS, LPO, OIS DBA, Safety Technician Duty: AIMD, WEPS DEPT (ALL Ship type), CVW, Squadron, Weapons Dept Qualification: ESWS, CDI, QAR TL/QA/SO, ATS, ATTWO, WDO, OOD, Repair Locker Leader, COG, GCO/GLO, WTT, ATT, ATTT, CSTT, DCTT, WCS
6-9	AO2 AO3	4.5 Yrs 2.0	MECP, STA-21, NROTC, LDO, RDC, Enlisted Detailer	36	1 <sup>st</sup> Shore Tour Billet: Instructor, QA/SO CDL, Safety Technician Duty: Squadron, NMC, AIMD, FRC, Safety PO Qualification: PC, CDI, Sup Instructor, QA/SO. TL.
1-6	AO3	2.0 Yrs	MECP, STA-21	55	1 <sup>st</sup> Sea Tour Billet: Maint/Weps Tech Duty: All Squadron/ships Qualification: EAWS, PC, Safety PO TM/TL.
1+/-	AOAN AOAA Accession Training	9 Months			Recruit Training (8 weeks) "A" School for aircraft platform/AIMD/WEPS DEPT (All Ships)

**Notes:**

1. "A" school is not required
2. Career enhancing billets or tours include: RDC, Enlisted Detailer, Placement, Instructor Duty (NATTC, CNATT), AFLOATRAGRU, Inspection Teams, Training Commands, Ships and Squadrons, AMMOPAC/AMMOLANT and Navy Munitions Commands.
3. Extended sea tours and early return to sea are in the best interest of the AO community. Tours not following proper sea / shore rotation should be taken into consideration when Sailors are on beyond the 36 month allowed for shore duty. Manning issues are affecting commands and proper sea shore flow must be enforced.
4. BLOCK 29: LCPO/LPO is the legacy leadership positions for evaluations to determine "BEST QUALIFIED" and is considered MILESTONE COMPLETED.



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- Assistant LPO's (ASST LPO) / Division CPO's (DIV CPO) positions are considered a developmental leadership opportunity in order to prepare our future enlisted leaders for one of LCPO/LPO Milestone Positions.

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

AERR	Advancement Exam Readiness Review
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
ATT	Aviation Training Team
ATTT	Antiterrorism Training Team
ATTWO	Antiterrorism Tactical Watch Officer
AV/WEP	Avionics / Weapons
BUPERS	Bureau of Naval Personnel
CDI	Collateral Duty Inspector
CDQAR	Collateral Duty Quality Assurance Rep.
CMEO	Command Managed Equal Opportunity
CNAF	Commander Naval Air Forces
CNAL	Commander, Naval Air Forces Atlantic
CNAP	Commander, Naval Air Forces Pacific
CNATTU	Center for Naval Aviation Technical Training Unit
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
CSTT	Combat Systems Training Team
CTF	Commander Task Force
CWO	Chief Warrant Officer
DCTT	Damage Control Training Team
DLCPO	Departmental Leading Chief Petty Officer
EAWS	Enlisted Air Warfare Specialist
ECM	Enlisted Community Manager
FCPOA	First Class Petty Officer's Association
FRC	Fleet Readiness Center
FRS	Fleet Readiness Squadron
GFRC	Ground and Flight Risk Clause
GGR	Government Ground Representative
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



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NATTC	Naval Air Technical Training Center
NAWDC	Naval Aviation Warfighting Development Center
NMC	Navy Munitions Command
NPC	Navy Personnel Command
NROTC	Navy Reserve Officer Training Corps
OCS	Officer Candidate School
OOD	Officer of the Deck
PC	Plane Captain
PERS	Personnel
PMA	Program Management Activity
PMS	Program Management Support
PEO	Program Executive Officer
QA	Quality Assurance
QAR	Quality Assurance Representative
QAS	Quality Assurance Supervisor
QASO	Quality Assurance Safety Observer
RDC	Recruit Division Commander
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
SEAOPDET	Sea Operational Detachment
STA-21	Seaman To Admiral
TL	Team Leader
TM	Team Member

6. List of NEC's held by AO's for informational purposes only.

724B- Aviation Maintenance Material Control Master Chief  
770B - Aviation Maintenance/Production Chief (SEAM)  
D06A - Armament Weapon Support Equipment (AWSE) Maintenance Manager  
759B - General Shipboard/NAS Weapons  
760B - Strike Armament Intermediate Maint. Repair Course  
E19A - EA-18G Armament Systems (NEC Same as E/F)  
E20A - FA-18 A-D Armament Systems Career  
E19A - FA-18 E/F Armament Systems Career  
E23A - H-60 B-R Armament Systems Various  
E26A - MH-60S Armament Systems Various  
E15A - P-3C Armament Systems Various  
E17A - P-8A Armament / Ordnance System  
743B - Shipboard Elevator Hydraulic/Mechanical Systems Mechanic  
814A - Ammunition Supply Administration  
D08A - Aviation Ordnance Manager's Career Progression (AOMCP) Level I  
805A - Navy Instructor Training Course (NITC)  
717B - Small Arms Marksmanship Instructor (SAMI)  
718B - Crew Served Weapons Instructor (CSWI)  
803R - Recruiter  
8RDC – Recruit Division Commander (RDC)  
825A - Safety Technician  
792A - Support Equipment Asset Manager



## AO CAREER PATH (AW)



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

#### 1. Sea Assignments:

##### FULLY QUALIFIED CRITERIA:

- Qualified Quality Assurance/Safety Observer ship and/or squadron; with exceptions for Sailors with NEC 814A working in Ammo Stock Control on CVN/LHD/LHA
- Dual warfare qualified
- Completed a successful tour (minimum 12 months) as Leading Petty Officer with documented superior performance

##### BEST QUALIFIED CRITERIA:

- CDQAR/QAR for squadron and/or AIMD, Ships Company AIMD QA/SO qualification required with superior performance within the position
- Asst. Command Collateral or primary departmental collateral duty
- Gunnery Liaison Officer/Gun Control Officer if assigned to LHD/LHA
- OOD I/P qualified
- Sailor 360 Involvement leading events or specific command evolutions with documented impact
- FCPOA involvement leading events or specific command evolutions with documented impact
- Shipboard training teams (i.e. ATT, ATTT, CSTT, DCTT, etc.) with documented superior performance
- Achieved Afloat Training Specialist from AFLOATRAGRU in geographical area
- 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, CVN/CAG level impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.

#### 2. Shore Assignments:

##### FULLY QUALIFIED CRITERIA:

- Qualified Quality Assurance Safety Observer QA/SO NMC DET and/or Squadron. No exceptions
- Complete a successful sea tour (minimum 12 months) as Leading Petty Officer with documented superior performance
- RDC and/or Instructor required to qualify MTS
- ATS/MTS and Warfare Area Team Leader if stationed at AFLOATRAGRU training and inspection commands

##### BEST QUALIFIED CRITERIA:

- 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
- Completed all PME's for current paygrade and next higher paygrade Military Education



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- Sailor 360 Involvement leading events or specific command evolutions with documented impact
- FCPOA involvement leading events or specific command evolutions with documented impact
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
- 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.

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

#### 1. Sea Assignments:

##### FULLY QUALIFIED CRITERIA:

- Qualified Quality Assurance/Safety Observer ship and/or squadron; with exception to personnel with NEC 814A working in Ammo Stock Control on CVN/LHD/LHA
- Dual warfare qualified if assigned to Ships Company or embarked with squadron to ship for period deemed long enough to achieve qualifications documented on evaluations
- Completed a successful tour (minimum 12 months) as Leading Chief Petty Officer with documented superior performance
- OOD I/P qualified if assigned to CVN/LHD/LHA

##### BEST QUALIFIED CRITERIA:

- CDQAR/QAR for squadron and/or AIMD, Ships Company AIMD QA/SO qualification required with documented superior performance
- Safe for Flight qualified (Squadron) Production Control Qualified(AIMD)
- Line Division LCPO(squadron)
- Senior Enlisted Section Leader(CVN)
- Command Collateral Duty with documented performance
- Departmental 3MA
- Duty Section Leader/ Watchbill Coordinator
- WDO is assigned to CVN/LHD/LHA
- OOD I/P qualified if assigned to CVN/LHD/LHA
- Weapons Training Team WTT onboard a CVN/LHD/LHA
- Gunnery Liaison Officer/Gun Control Officer (LHD/LHA)
- Community Service
  - Military Outstanding Volunteer Service Medal
- Civilian Education
- Senior Enlisted Academy (highly recommended)
- Sailor 360 involvement leading events or specific command evolutions with documented impact
- CPOA involvement leading events or specific command evolutions with documented impact
- CPO initiation Committee Lead/ member, Selectee Sponsor with documented impact
- Shipboard training teams: DCTT, ATT, ATTT, CSTT, CTT, etc. with documented superior performance
- Achieved Afloat Training Specialist from AFLOATRAGRU in geographical area
  - Qualified and completed school for Magazine Sprinkler Inspector (Shipboard only)
- 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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### 2. Shore Assignments:

#### FULLY QUALIFIED CRITERIA:

- Completed a successful sea tour (minimum 12 months) as Leading Chief Petty Officer with documented superior performance
- Qualified MTS if filling RDC/Instructor billet (NEC 805A)
- ATS/MTS and Warfare Area Team Leader if stationed at AFLOATRAGRU training and inspection commands

#### BEST QUALIFIED CRITERIA:

- 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
  - Military Outstanding Volunteer Service Medal
  - Presidential Citation
- Civilian Education
- Must have completed all current paygrade and next higher paygrade Military Education PMEs
- CPOA involvement leading events or specific command evolutions with documented impact
- Sailor 360 involvement leading events or specific command evolutions with documented impact
- CPO Initiation Committee Lead/ member, Selectee Sponsor with documented impact
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment

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

#### 1. Sea Assignments

#### FULLY QUALIFIED CRITERIA:

- Completed Senior Enlisted Academy
- Completed a successful tour (minimum 12 months) as Leading Chief Petty Officer with documented superior performance. (i.e. DEPT LCPO, G-3/G-5 DIV LCPO, CVW ORD LCPO, MAINT CONTROL)
- CDQAR/QAR for squadron and/or AIMD, Ships Company AIMD QA/SO qualification required with documented superior performance
- Dual warfare qualified if assigned to Ships Company or embarked with squadron to ship for period deemed long enough to achieve qualifications documented on evaluations
- ATS if assigned to AFLOATRAGRU in geographical area
- Command Collateral Duty with documented performance

#### BEST QUALIFIED CRITERIA:

- Departmental 3MA
- Senior Enlisted Section Leader/Watchbill coordinator
- Weapons Training Team Lead/Coordinator (CVN/LHD/LHA)LHD  
Gunnery Liaison Officer/Gun Control Officer (LHD/LHA)
- Community Service
  - Military Outstanding Volunteer Service Medal
- Civilian Education
- Sailor 360 involvement leading events or specific command evolutions with documented impact
- CPOA involvement leading events or specific command evolutions



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- CPO Initiation Season Lead/Committee Lead with documented impact
- Shipboard training teams (i.e. DCTT, ATT, ATTT, CSTT, CTT, etc)
- Qualified and completed school for Magazine Sprinkler Inspector (ALL SHIPS)

### 2. Shore Assignments:

#### FULLY QUALIFIED CRITERIA:

- Completed a successful sea tour (minimum 12 months) as Leading Chief Petty Officer with documented superior performance
- Completed Senior Enlisted Academy
- Qualified MTS if filling RDC/Instructor (NEC 805A)
- ATS/MTS and Warfare Area Team Leader if stationed at AFLOATRAGRU training and inspection commands

#### BEST QUALIFIED CRITERIA:

- Community Service
  - Military Outstanding Volunteer Service Medal
  - Presidential Citation
- Civilian Education
- CPOA involvement leading events or specific command evolutions
- Sailor 360 involvement leading events or specific command evolutions
- CPO Initiation Season Lead/Committee Lead Selectee Sponsor with documented impact
- CPOA President/Officer position with documented impact
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment

### 8. Aviation Ordnance Qualifications:

#### **Core Qualifications:**

- Ordnance Qual/Cert TM/TL
- Maintenance Tech
- Ordnance Tech
- All SE Certifications/Licenses
- Elevator Operator / Safety Observer
- Magazine Sprinkler Operator
- Fully qualified in all Weapons within platform. (i.e. M9/M500/M4-M16/M240/M2HB/MK 38 MOD ½
- Line Coach
- Duty Armory/Duty Armorer/Clearing Barrel Supervisor
- 3M 301 Maintenceman
- 3M WCS
- MAG SUP
- Shipboard Reaction Force Team Member

#### **Advanced Qualifications**

- Ordnance Qual/Cert QA/SO
- Ordnance Qual/Cert Board Member
- Aviation Ordnance Managers Career Progression (AOMCP) Level 1
- SE Certifications/Licenses Instructor/Manager
- Small Arms Marksman Instructor (NEC 718B)
- Crew Served Weapons Instructor (NEC 718B)
- Range Safety Officer





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- h. GLO/GCO/GDO
- i. ATTWO
- j. Major Command Program Manager IE... Programs managed by CO/CMC/DH/delegated down k. Chief of the Guard
- k. Officer of the Deck I/P
- l. Magazine Sprinkler Inspector
- m. SERE School
- n. Special Reconnaissance Team
- o. Detailer (NPC)
- p. Placement Coordinator (NPC)
- q. 3M LCPO
- r. 3M DIVO
- s. 3M DH
- t. 3M D3MA
- u. MTS (NEC 8MTS)
- v. ATS
- w. Instructor (NEC 805A)
- x. Inspector
- y. RDC (NEC 8RDC)
- z. OIS DBA (EVAL Reflected filling position) (NEC 0814A)
- bb. CDI/QAR/QAS
- cc. Cargo Weapons Elevator Maintenance School Graduate/Cert (NEC 743B)
- dd. SFF
- ee. Ordnance Controller
- ff. Maint Material Control Master Chief (NEC 724B)
- gg. Senior Enlisted Academy (NEC 8SEA)
- hh. Shipboard Reaction Force Team Leader
- ii. Shipboard repair locker leader/ officer
- jj. Duty Section Leader
- kk. Watchbill Coordinator
- ll. Senior Enlisted Aviation Maintenance (SEAM) (NEC 770B)

### **9. USMAP CERTS Applicable to AO's:**

- a. Ordnance Artificer (Government Service)
- b. Aviation Ordnance (Aircraft Armament Mechanic)
- c. Armory Technician
- d. Computer Operator
- e. Counselor (Professional & Kindred)
- f. Fire Fighter
- g. Industrial Maintenance Mechanic
- h. Correction Officer