



AWO CAREER PATH (NAVAL AIRCREWMAN OPERATOR)

<p>Naval Aircrewman (Operators) (AWO). AWOs belong to a diverse and highly specialized community serving in multiple aviation platforms. AWOs operate various airborne electronic systems in support of Anti-Submarine Warfare (ASW), Anti-Surface Warfare (ASUW), Search and Rescue (SAR), Combat Search and Rescue (CSAR), Electronic Support (ES), Intelligence, Surveillance, and Reconnaissance (ISR), humanitarian aid, and logistics missions onboard P-3, EP-3, and P-8 aircraft, and within Tactical Operations Control Squadrons (TOCRON). Members also serve as Unmanned Aircraft Systems (UAS) pilots and Mission Payload Operators (MPO) for the MQ-4C and various other unmanned platforms, as well as an Acoustic Analysts while attached to the CV/TSC.</p>					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	AWOCM	18.7 Yrs	CMC, CSEL	36	4 th Shore Tour Detailer, NAVAIR, NAWCTSD, FRS, MPRWS, CPRG/P, CPRW-10/11, CTF
24-27	AWOCM AWOCS	18.7 Yrs 18.6	CMC, CSC, CSEL	36	4 th Sea Tour Duty: VP, VQ, VPU, TOCRON, SRT, VUP, FSU, NOPF, ONI Qualification: ACTC LVL 500, ACTC/TMTC LVL 400, TGWO, BWC, CRMF, CRMI Collateral: DLCPO, DET LCPO, SEL
21-24	AWOCM AWOCS AWOC	18.7 Yrs 18.6 14.0	CWO, CSEL, ECM, CMC, CSC, Detailer, Placement Coordinator, Rating Specialist, Instructor Duty, RDC	36	3 rd Shore Tour Duty: FRS, MPRWS, WTU, VUP, TYCOM, "A" School, CNATTU, TOCRON, ASTC, VX, NAWCTSD, NAVAIR, ONI, NOPF, SRT, PERS Qualification: ACTC LVL 500, ACTC/TMTC LVL 400, NATOPS Evaluator/Instructor, FIUTI, MTS, TGWO, BWC, IUSS, CRMF, CRMI Collateral: ECM, Detailer, Rating Specialist, CPRG/P, TRNG/OPS/NATOPS LCPO, MPRWS FLEET TRAINING LCPO, CPRW, WTU/TTT LCPO
17-21	AWOCS AWOC AWO1	18.6 Yrs 14.0 9.6	CWO, OCS, MECP, CSEL, CSC, Special Projects, PEP, LCAC, SRT	36	3 rd Sea Tour Duty: VP, VQ, VPU, OPNAVSDC, TOCRON, SRT, UAS, ONI, QRC, FSU, SEA OP DET, CV/TSC, PRDO Qualification: ACTC LVL 500, ACTC/TMTC LVL 400, TMTC LVL 300, NATOPS Instructor, TGWO, BWC, CRMF, CRMI, FIUTI, AAS SO Instructor. Collateral: TRNG/OPS/NATOPS LCPO/LPO, Tactics Division LCPO/LPO, DLCPO, DET LCPO.



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14-17	AWOCS AWOC AWO1	18.6 Yrs 14.0 9.6	CWO, CSEL, ECM, CSC, Placement Coordinator, Rating Specialist, Instructor Duty, RDC	36	2 nd Shore Tour Duty: FRS, MPRWS, WTU, VUP, NAVAIR, SRT, ASTC, UAS, TYCOM, "A" school, CNATTU, TOCRON, VX, NAWCTSD, ONI, NOPF Qualification: ACTC LVL 500, ACTC LVL/TMTC LVL 400, NATOPS Evaluator/Instructor, FIUTI, MTS, TGWO, BWC, IUSS, CRMF, CRMI Collateral: Instructor, LPO, DLCPO, Division LCPO, SEL
10-14	AWOC AWO1 AWO2	14.0 Yrs 9.6 3.8	CWO, STA-21, OCS, MECP, Special Projects, PEP, SRT, LCAC, NSWG	36	2 nd Sea Tour Duty: VP, VPU, VQ, FSU, OPNAV SDC, TOCRON, SRT, ONI, LCAC, SEA OP DET, CV TSC, PRDO, QRC Qualification: ACTC LVL 500, ACTC/TMTC LVL 400, TMTC LVL 300, NATOPS Instructor, FIUTI, TGWO, BWC, CRMF, CRMI, AAS SO Instructor. Collateral: Department/ Division/Branch LPO, CPO, LCPO
7-10	AWOC AWO1 AWO2 AWO3	14.0 Yrs 9.6 Yrs 3.8 1.6	STA-21, OCS, MECP, Instructor Duty, RDC, Recruiter	36	1 st Shore Tour Duty: FRS, NACCS, "A" School, VUP, TOCRON, MPRWS, WTU, CNATTU, ASTC, VX, ONI, NOPF Qualification: MTS, NATOPS Evaluator/Instructor, FIUTI, ACTC LVL 500, ACTC/TMTC LVL 400, CRMF, CRMI, TGWO, JOOD, Watch Sup Collateral: Instructor, Department/ Division/Branch LPO/CPO
2-7	AWO1 AWO2 AWO3	9.6 Yrs 3.8 1.6	STA-21, OCS, MECP, Naval Academy	54	1 st Sea Tour Duty: VP, VQ Qualification: ACTC LVL 400, NAWS, ACTC LVL 300, EAWS, NATOPS Instructor, CRMF, CRMI, AAS SO Instructor Collateral: Aircrewman, NATOPS PO, Training PO, Tactics PO, Schedules PO, Logs and Records PO



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-2+/-	AWOAN AWOAA Accession Training	24 Months			Recruit Training, NACCS, NATTC, FRS, SERE and all initial accession pipeline schools or training events required to be completed prior to reporting to operational command

Notes:

1. "A" School is required.
2. Member must volunteer for duty involving flying.
3. IAW MPM 1220-010, the Naval Aircrewman rating is a special program, which involves high risk, and is physically demanding, requiring above average physical fitness and strong swimmer skills. ***Failed PFAs within the last two years deter from this requirement and should be considered a detractor.***
4. Upon completion of initial training pipelines, AWOs are typically closed-loop detailed by NEC/platform to fill crew seat ratio (CSR) until there is no longer a need for that NEC. Due to Fleet manning priorities, AWO's are not typically provided the opportunity to pursue shore duty outside of their respective community such as RDC and Navy Recruiting.
5. AWOs follow the traditional career path for tactical operations and are not eligible for maintenance qualifications (i.e. SFF/CDI/CDQAR/QAS/Maintenance Supervisor, etc.)
6. ECM, Detailer, Rating Specialist, OPNAV SDC, VPU, and FSU billets are filled by personnel who are selectively recruited based on their rating skill set, experience and unquestionable character.
7. If the member is assigned to a position requiring NEC 805A and does not attain the 8MTS qualification, ***it should be considered a detractor.***
8. AWOs must attend refresher training at the FRS if distributed to a billet not requiring regular flight duties exceeding 18 months from T/M/S.
9. Introduction of the MQ-4 Triton airframe requires Sailors to deviate from normal sea/shore rotation and may exceed PST/NST. These members are distributed from VUP-19 UIC 50472 to other MPRF shore duty billets. This special rotation is a one-time shore-to-shore transfer and ***should NOT be considered a detractor.***
10. TOCRONs are comprised of sea and shore components. Each TOCRON has six deployable detachments (formally known as MTOCs) that support forward operating MPRA missions. The TOCRON DET LCPO/LPO leads 20+ Sailors across four ratings while forward deployed to numerous AORs worldwide.
11. ACTC Level 500. Lack of this qualification ***should NOT be considered a detractor*** due to limited opportunity to attain the qualification.
12. Aircrew Training Continuum qualifications (ACTC/TMTC LVL) SHALL be listed in block 29 (2019 and subsequent). Documentation of flight time should be included in block 29 (2018 and beyond) for Sailors assigned to VP, VUP, VUP, FSU, OPNAV SDC, PRDO or SRT. Sailors who complete greater than the minimum requirement of 48 hours per year should receive ***favorable consideration.***



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Acronyms specific to the AW rating include:

AAAC	Advanced Acoustic Analysis Course
AAAT	Advanced All-Sensor Analysis Training
AAS	Advanced Airborne Sensor
ACTC	Aircrew Training Continuum
ADMAT	Administrative and Material Inspection
APTP	AW Pre-deployment Training Plan
ASTC	Aviation Survival Training Command
BWC	Battle Watch Captain
CNATTU	Center for Naval Aviation Technical Training Unit
CPRW	Commander Patrol Reconnaissance Wing
CRMI	Crew Resource Management Instructor
CRMF	Crew Resource Management Facilitator
CTF	Commander Task Force
COR	Contracting Officer Representative
CPRG	Commander Patrol Reconnaissance Group
CV TSC	Carrier Tactical Support Center
DAU	Defense Acquisition University
EAWS	Enlisted Aviation Warfare Specialist
ECM	Enlisted Community Manager
ESMSUP	Electronic Support Measures Supervisor
ESOP	Electronic Support Measures Operator
EXW	Expeditionary Warfare Specialist
FOB	Forward Operating Base
FRS	Fleet Replacement Squadron
FIUTI	Fleet Instructor under Training Instructor
FSU	Fleet Support Unit
IPT	Integrated Product Team
IUSS	Integrated Undersea Surveillance System
LCAC	Landing Craft Air Cushion
LSRS	Littoral Surveillance Radar System
MPO	Mission Payload Operator
MTS	Master Training Specialist
MTS	Multi-Spectral Targeting System (VQ legacy)
MPRWS	Maritime Patrol Reconnaissance Weapon School
NACCS	Naval Aircrew Candidate School
NAPP	Naval Aviation Production Process
NATOPS	Naval Aviation Training Operations Procedures and Standardization
NATTC	Naval Aviation Technical Training Center
NAWC	Naval Aviation Warfare Center
NAWCTSD	Naval Air Warfare Center Training Systems Division
NAWS	Naval Aircrew Warfare Specialist
NOPF	Naval Oceanographic Processing Facility
NSWG	Naval Special Warfare Group
ONI	Office of Naval Intelligence
OPNAVSDC	BUPERS Sea Duty Component
PAAP	Pre-ARP AWO Phase
PEP	Personal Exchange Program
PM	Program Manager
PRDO	Personal Recovery Operations
P8QS	P-8A Qualification Standards
QRC	Quick Reaction Capability
SFOP	Story Finder Operator
SIUTI	FRS Staff Instructor Under Training Instructor
SOAG	Sensor Operator Advisory Group



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SRT	Special Reconnaissance Team
STRATCOM	Strategic Command
TACTIP	Tactical Training Improvement Program
TGWO	Task Group Watch Officer
TOC	Tactical Operations Center
TOCRON	Tactical Operations Control Squadron
TOCRON DET	TacMobile Squadron Detachment (Former MTOC)
TMTC	TACMOBILE Training Continuum
TTT	TACMOBILE Training Team
UAS	Unmanned Aerial System
VRC	Fleet Logistics Support Squadron
VP	Patrol Squadron
VPU	Patrol Squadron Special Projects
VUP	Unmanned Patrol Squadron
VQ	Fleet Air Reconnaissance Squadron
VX	Air Test and Evaluation Squadron
VXS	Scientific Development Squadron
WO	Watch Officer
WTI	Weapons Tactics Instructor
WTU	Weapons Tactics Unit

Considerations for advancement from E6 to E7

Sea Assignments (VP, VQ, VPU, TOCRON, FSU, OPNAV SDC, SRT, SEA OP DET, ONI, CV TSC) with documented utilization of advanced in-rate qualifications and subject matter expertise.

“Fully Qualified”- Members **SHALL** be qualified as an ACTC/TMTC LVL 400 or higher to include Assistant NATOPS Instructor (ANI), CRM-Facilitator (CRM-F) and/or FRS Instructor (if previously assigned to VP-30 FRS).

“BEST Qualified” – Members who qualify as an ACTC LVL 500 and/or NATOPS Evaluator (NE), NATOPS Instructor (NI), AAS SO Instructor, CRM Instructor (CRM-I), FIUT Instructor (FIUT-I), TGWO ***should receive favorable consideration.***

Weapons and Tactics Instructor (WTI/ACTC LVL 500), TGWO qualifications **ARE NOT** required for advancement to E-7, but are considered the highest level of qualification achievable as a Naval Aircrewman. If not qualified as a WTI member should be contributing to the development of training, tactics and procedures that serve to enhance combat effectiveness.

Maritime Intelligence, Surveillance, and Reconnaissance Weapons and Tactics Instructor (MISR WTI) – qualification is considered extremely difficult to obtain but is not required for advancement to E-7 and is not an opportunity that is available to the entire rating spectrum (school required, NEC awarded).

At least two warfare pins (NAWS primary; EAWS or ESWS Secondary) for **“Fully Qualified”**

- Members assigned to NOPF assignments should qualify IUSS
- Members assigned to SRT, DEVGRU or PRDO assignments should qualify EXW
- Members assigned to CV TSC should qualify ESWS. Unless documented that TAD time does not allow member to qualify.

In addition to qualifications, **“Fully Qualified”** candidates must have excelled in challenging leadership positions as a Division or Department LPO such as:

- Operations Department
- Training Department
- Tactics Department
- AWO Division LPO



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- Safety/NATOPS Department
- CV/TSC LPO (SeaOpDet)
- TOCRON Detachment LPO
- Analysis Division LPO
- NSW SRT UAS Mission Commander (MC)
- NSW SRT UAS Site Lead
- NSW NEC's 837A or 854A or 838A – **“Fully Qualified”**

Documentation of command collaterals with impact, PME, professional certifications, off-duty education, involvement in the FCPOA, and Sailor 360 should receive favorable consideration.

Due consideration should be given to individuals who have significantly contributed to highly successful Fleet NATOPS evaluations (FNE); Operational Readiness Evaluations (ORE); Pre-Advanced Readiness Program (PAAP); Administrative and Material Evaluation (ADMAT) inspection; squadron receipt of the Battle Efficiency Award; Arnold J. Isabel trophy for ASW Excellence and the Theodore Ellyson Award for Aviator Production; Golden Anchor; Retention Excellence Award.

P-3 to P-8 platform transition has resulted in non-standard sea/shore flow. Shortened or prolonged tours are not a detractor unless otherwise specified in the service member's OMPF.

Many Sailors have cross-rated into the AWO community due to platform sundown of the P-3/EP-3. Due consideration should be given to those Sailors who were **FULLY** qualified in their previous rating. Prior VQ FULLY qualified personnel should have BIGLOOK, SEAVUE, MTS, or ESOP Instructor to be considered the highest level of qualification achievable as a Naval Aircrewman Operator.

Shore Assignments

Priority 1: Fleet Replacement Squadron (FRS), Weapons Tactics Unit (WTU), Maritime Patrol Reconnaissance Weapons School (MPRWS) and Unmanned Patrol Squadron (VUP).

Priority 2: TOCRON, NACCS, NATTC, CNATT, PERS, ASTC and BUPERS

Sailors **SHALL** attain Master Training Specialist (8MTS) if assigned an NEC of 805A. Favorable consideration should be given to those individuals who are serving on instructor duty and have excelled as Track Lead; Lead Instructor; Course Supervisor or Navy Military Training Instructor (NMTI).

Considerations for advancement from E7 to E8

Sea Assignments: VP, VQ, VPU, TOCRON, FSU, OPNAV SDC, SRT, DEVGRU, PRDO, ONI, CV TSC.

Due consideration should be given to **eligible** CPOs who serve as the Senior Aircrewman, filling a gapped E-8 billet at sea.

Due consideration should be given to **eligible** CPO's who have attended the Senior Enlisted Academy.

“Fully Qualified”- Members **SHALL** be qualified as an ACTC/TMTC LVL 400 and/or Assistant NATOPS Instructor (ANI), CRM-Facilitator (CRM-F) and/or FRS Instructor (if previously assigned to VP-30 FRS). Members assigned to TOCRON **SHALL** be qualified as TGWO.

“BEST Qualified” – Members who qualify as an ACTC LVL 500 and/or NATOPS Evaluator (NE), NATOPS Instructor (NI), AAS SO Instructor, CRM Instructor (CRM-I), FIUT Instructor (FIUT-I), BWC ***should receive favorable consideration.***

Weapons and Tactics Instructor (WTI/ACTC LVL 500), BWC qualifications **ARE NOT** required for advancement to E-8, but are considered the highest level of qualification achievable as a Naval



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Aircrewman. If not qualified as a WTI member should be contributing to the development of training, tactics and procedures that serve to enhance combat effectiveness.

Maritime Intelligence, Surveillance, and Reconnaissance Weapons and Tactics Instructor (MISR WTI) – qualification is considered extremely difficult to obtain but is not required for advancement to E-7 and is not an opportunity that is available to the entire rating spectrum (school required, NEC awarded).

At least 12 months in a Departmental Leading Chief Petty Officer billet with documentation of subordinate development, and contributions towards enhancement of mission effectiveness of the command.

At least two warfare pins (NAWS primary; EAWS or ESWS Secondary) for **“Fully Qualified”**

- Members assigned to NOPF assignments should qualify IUSS
- Members assigned to SRT, DEVGRU or PRDO assignments should qualify EXW

In addition to qualifications, candidates must have excelled in challenging leadership positions as a Division or Department LCPO such as:

- Operations Department
- Training Department
- Tactics Department
- AWO Division LCPO
- CV/TSC LCPO (SeaOpDet)
- TOCRON Detachment LCPO
- Analysis Division LCPO
- NSW SRT UAS Mission Commander (MC)
- NSW SRT UAS Site Lead
- NSW NEC’s 837A or 854A or 838A – **“Fully Qualified”**

Favorable consideration should be given to individuals who have significantly contributed to the AWO Task Force, and highly successful Fleet NATOPS evaluations (FNE); Operational Readiness Evaluations (ORE); Pre-Advanced Readiness Program (PAAP) Administrative and Material Evaluation (ADMAT) inspection; squadron receipt of the Battle Efficiency Award; Arnold J. Isabel trophy for ASW Excellence and the Theodore Ellyson Award for Aviator Production; Golden Anchor; Retention Excellence Award.

Favorable consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPOs or have documented contributions to initial accession training pipeline efficiencies or development of improved tactics/procedures.

Favorable consideration should be given to those individuals who have made significant contributions to the improvement of the AWO rating through active participation in the following: AERR, PQS/NATOPS development, TACTIP involvement, ATHENA contributions, JTDA entry, Front End Analysis research, and Selection Board Recorder. These efforts contribute significantly to the enhancement of the AWO rate’s combat effectiveness.

Documented involvement within the CPO Mess, Sailor 360, CPO Initiation programs and mentorship of junior officers should be considered favorable.

Shore Assignments:

Priority 1: Fleet Replacement Squadron (FRS), Weapons Tactics Unit (WTU), Maritime Patrol Reconnaissance Weapons School (MPRWS) and Unmanned Patrol Squadron (VUP).

Priority 2: TOCRON, NACCS, NATTC, NAWCTSD, CNATT, PERS, ASTC and BUPERS

Sailors **SHALL** attain Master Training Specialist (8MTS) if assigned an NEC of 805A. Favorable consideration should be given to those individuals who are serving on instructor duty and have excelled as Track Lead; Lead Instructor; Course Supervisor or Navy Military Training Instructor (NMTI).

Members assigned to TOCRON **SHALL** be qualified as TGWO.



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Chiefs assigned to NAVAIR/NAWCTSD, who attain PM LVL1 (12-month qualification) or PM LVL2 (24-month qualification), and/or COR should receive favorable consideration as an attainment of this qualification results in job work/scope at the level of a Master Chief Petty Officer.

Considerations for advancement from E8 to E9

Sea Assignments: VP, VQ, VPU, TOCRON, CV TSC, FSU, OPNAVSDC, SRT, DEVGRU, PRDO, ONI

Graduate of the Senior Enlisted Academy

Due consideration should be given to **eligible** SCPOs who have demonstrated successful leadership as the Senior Aircrewman with documented contributions to the AWO Task Force, highly successful Fleet NATOPS evaluations (FNE); Operational Readiness Evaluations (ORE); Pre-Advanced Readiness Program (PAAP); Administrative and Material Evaluation (ADMAT) inspection; squadron receipt of the Battle Efficiency Award; Arnold J. Isabel trophy for ASW Excellence, Theodore Ellyson Award for Aviator Production; Golden Anchor; Retention Excellence Award.

“Fully Qualified”- Members **SHALL** be qualified as an ACTC/TMTC LVL 400 and/or Assistant NATOPS Instructor (ANI), CRM-Facilitator (CRM-F) and/or FRS Instructor (if previously assigned to VP-30 FRS). Members assigned to TOCRON **SHALL** be qualified as TGWO.

“BEST Qualified” – Members who qualify as an ACTC LVL 500 and/or NATOPS Evaluator (NE), NATOPS Instructor (NI), AAS SO Instructor, CRM Instructor (CRM-I), FIUT Instructor (FIUT-I) ***should receive favorable consideration.***

Weapons and Tactics Instructor (WTI/ACTC LVL 500), BWC qualifications **ARE NOT** required for advancement to E-7, but are considered the highest level of qualification achievable as a Naval Aircrewman. If not qualified as a WTI member should be contributing to the development of training, tactics and procedures that serve to enhance combat effectiveness.

Maritime Intelligence, Surveillance, and Reconnaissance Weapons and Tactics Instructor (MISR WTI) – qualification is considered extremely difficult to obtain but is not required for advancement to E-7 and is not an opportunity that is available to the entire rating spectrum (school required, NEC awarded).

In addition to qualifications, candidates must have excelled in challenging leadership positions as a Division or Department LCPO such as:

- Training Department
- Operations Department
- CV/TSC LCPO (SeaOpDet)
- TOCRON Detachment LCPO
- Analysis Division LCPO
- NSW SRT UAS Mission Commander (MC)
- NSW SRT UAS Site Lead
- NSW NEC's 837A or 854A or 838A – **“Fully Qualified”**

At least 12 months in a Departmental Leading Chief Petty Officer billet with documentation of subordinate development, and contributions towards enhancement of mission effectiveness of the command.

Favorable consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPOs or have documented contributions to initial accession training pipeline efficiencies or development of improved tactics/procedures.

Favorable consideration should be given to those individuals who have made significant contributions to the improvement of the AWO rating through active participation in the following: AERR, PQS/NATOPS development,



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TACTIP involvement, ATHENA contributions, JTDA entry, Front End Analysis research, and Selection Board Recorder. These efforts contribute significantly to the enhancement of the AWO rate's combat effectiveness.

Due consideration should be afforded to those who have demonstrated successful leadership as Command Senior Enlisted Leaders (designated by the CO).

Documented involvement within the CPO Mess, Sailor 360, CPO Initiation programs and mentorship of junior officers should be considered favorable.

Shore Assignments:

Priority 1: Fleet Replacement Squadron (FRS), Weapons Tactics Unit (WTU), Maritime Patrol Reconnaissance Weapons School (MPRWS) and Unmanned Patrol Squadron (VUP).

Priority 2: TOCRON, NACCS, NATTC, NAWCTSD, CNATT, PERS, ASTC and BUPERS

Sailors **SHALL** attain Master Training Specialist (8MTS) if assigned an NEC of 805A. Favorable consideration should be given to those individuals who are serving on instructor duty and have excelled as Track Lead; Lead Instructor; Course Supervisor or Navy Military Training Instructor (NMTI).

Senior Chiefs assigned to NAVAIR/NAWCTSD who attain PM LVL1 (12-month qualification) or PM LVL2 (24-month qualification), and/or COR should receive favorable consideration as an attainment of this qualification results in job work/scope at the level of a Master Chief Petty Officer.