



## AWR CAREER PATH



Naval Aircrewman Tactical Helicopter (AWR). AWRs belongs to a diverse community that is highly specialized to the platform they are assigned. AWR's operate various aircraft systems to support Anti-Submarine (ASW), Anti-Surface (ASUW), Search and Rescue (SAR) and Combat Search and Rescue (CSAR) missions onboard MH-60R aircraft. While assigned to Naval Special Warfare (NSW) units, they serve as NSW Fire Support specialists as a Joint Terminal Attack Controller (JTAC), Joint Terminal Attack Controller Instructor/Evaluator (JTAC-I/E) or as an NSW Unmanned Aerial Systems (UAS) Mission Commander, pilot, payload operator and technical surveillance operator on various platforms.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
25-30	AWRCM	23.6 Yrs	CSEL, Lead Detailer, NSWDG, NSW UAS	36	Follow on Shore Tour (CONUS/OUTUS) Billet: TYCOM, WING OPS LCPO, NATTC, FRS LCPO, NSW LCPO  Duty: Staff LCPO, DEPT LCPO, Training and Readiness Manager, NSWDG, NSW Group
22-25	AWRCM AWRCS	23.6 Yrs 20.3	CSEL, NSWDG, NSW UAS	36	4 <sup>th</sup> Sea Tour (CONUS/OUTUS) Billet: Dept LCPO, NSW LCPO  Duty: HSM, CSG Staff, CAG Staff, NSWDG, NSW SRT, NSW ATC, NSW UAS  Qualification: SWTI, FRS Instructor, NSW JTAC-I/E, NSW JTAC, NSW UAS Mission Commander, NSW UAS Operator, NSW UAS Instructor
19-22	AWRCM AWRCS AWRC	23.6 Yrs 20.3 16.5	CWO, CSEL, ECM, Detailer	36	3 <sup>rd</sup> Shore Tour (CONUS/OUTUS) Billet: ECM, Detailer, FRS LCPO, CNRC, AIRR, NAVAIR, "A" School, FRS Staff LCPO, WWS SEA, ARSS/SRSS LCPO, CNATTU LCPO, HX, VX LCPO, Operations LCPO, Training/Tactics LCPO, ATG Qualification: SEA/MTS/SWTI, ATS
16-19	AWRCS AWRC AWR1	20.3 Yrs 16.5 8.7	LDO, CWO, OCS, MECP, CSEL, NSWDG, NSW UAS	36	3 <sup>rd</sup> Sea Tour (CONUS/OUTUS) Billet: Operations LPO/LCPO, Training LPO/LCPO, Tactics LPO/LCPO, NSW LPO/LCPO  Duty: HSM, NSWDG, NSW Group, NSW SRT, NSW ATC, MTOC, CV-TSC



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					<p>Qualification: SWTI, CNAP/CNAL NATOPS Evaluator, Watch Supervisor, Watch Officer, NSW JTAC, NSW JTAC-I/E, NSW UAS Operator, NSW UAS Instructor, NSW UAS Mission Commander</p>
13-16	<p>AWRCS AWRC AWR1</p>	<p>20.3 Yrs 16.5 8.7</p>	<p>LDO, CWO, OCS, MECP, CSEL, NSWDG, NSW UAS</p>	36	<p>2<sup>nd</sup> Shore Tour (CONUS/OUTUS) Billets: NAVAIR, "A" School Instructor, FRS Instructor, ARSS/SRSS Instructor, NSW LPO/LCPO, Weapons School Instructor, ATG, CNATTU, TOC, Water Survival Instructor, HX, VX, Station SAR, HT Aircrew, Detailer, SERE TYCOM NATOPS Evaluator, WWS, Wing, TYCOM, "A" School, CNATTU, CV-TSC, Water Survival Instructor, HX, VX, NAWCAD System Development, IUSS Duty</p> <p>Duty: HSM, NSWDG, NSW SRT, NSW ATC, CV-TSC, SERE</p> <p>Qualification: MTS, ATS, IUSS Watch Supervisor, NSW JTAC, NSW JTAC-I/E, NSW UAS Operator, NSW UAS Instructor, NSW UAS Mission Commander</p>
10-13	<p>AWRC AWR1 AWR2</p>	<p>16.5 Yrs 8.7 4.3</p>	<p>LDO, CWO, OCS, MECP, CSEL, NSWDG, NSW UAS</p>	36	<p>2<sup>nd</sup> Sea Tour (CONUS/OUTUS) Billet: Operations LPO/LCPO, Training LPO/LCPO, NSW LPO/LCPO</p> <p>Duty: HSM, NSWDG, NSW SRT, NSW ATC, CV-TSC, SERE</p> <p>Qualification: SWTI, NATOPS Instructor, SAR Standardization PO, CV-TSC Watch Supervisor, NSW JTAC, NSW JTAC-I/E, NSW UAS Operator, NSW UAS Instructor, NSW UAS Mission Commander</p>
7-10	<p>AWR1 AWR2 AWR3</p>	<p>8.7 Yrs 4.3 2.3</p>	<p>STA-21, OCS, MECP, NSWDG, NSW UAS</p>	36	<p>1<sup>st</sup> Shore Tour (CONUS/OUTUS) Billet: OPS Petty Officer, Training Petty Officer, SWTI, Tactics Petty Officer, Student</p>



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					<p>Control Petty Officer, Curriculum Petty Officer Duty: "A" School Instructor, FRS Instructor, ARSS/SRSS Instructor, ATG SAR PO, NSW LPO/LCPO, Weapons School Instructor, CNATTU, Water Survival Instructor, HX, VX, CV-TSC Ashore, NAWCAD System Development, Station SAR, HT Aircrew</p> <p>Qualification: MTS/RDC/ Advanced Recruiter Qualified, NSW/NSO Mentor Qualified, NITE LAB Instructor, CRM-I, IUSS Duty, NSW JTAC, NSW UAS Operator, NSW UAS Instructor, NSW UAS Mission Commander</p>
2-7	AWR2 AWR3	4.3 Yrs 2.3	STA-21, MECP, OCS Naval Academy, NROTC	54	<p>1<sup>st</sup> Sea Tour (CONUS/OUTUS) Billet: Aircrewman HSM Qualification: CV-TSC, EAWS, SWTI, NATOPS, SAR, Sensor Operator, Rescue Crew Chief, NATOPS Instructor, Assistant NATOPS Instructor, SAR Standardization PO, Assistant SAR Standardization PO</p>
1-2+/-	AWRAN AWRAA Accession Training	24 Months			<p>Recruit Training, NACCS, RSS, NASC, FRS, SERE and all schools or training events required to be completed prior to reporting to their first operational command</p>

**Notes:**

1. "A" School is required
2. This rating is not a compression rating. The following service ratings were effective on 1 Oct 2008: AWR, AWS, AWO, AWF, AWV which fall under the general rating AW. Effective 28 Oct 2016, Senior Chief Petty Officers no longer compress to AWCM.
3. Sea duty may be Squadron (aircraft), CONUS/OCONUS based (OCONUS: FDNF Squadrons / assignments are the most demanding and dynamic environment, and should be given strong consideration for successful tours), or ECM, Detailer, Special Programs / NSW-NSO assignment.
4. For Sea duty special programs, personnel may also be assigned to Naval Special Warfare (NSW) commands and must qualify as Combat Service Support or Combat Support in order to support combat and contingency operations. Additionally, they must qualify as an Expeditionary Warfare Specialist (EXW). All Naval Aircrewmen supporting NSW provide a critical link with the NAVAIR community to NSW by bringing best practices from Aircrew training and evaluation, NATOPS procedures, and tactical system/sensor employment .
5. Career enhancing billets or tours and special qualifications include: ECM, Detailer, FRS Instructor, WWS Instructor, WWS SEA, Instructor Duty, RDC, NSWDG, NSW SRT, NSW ATC, Overseas duty.



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6. Upon completion of initial training pipelines, AWRs are typically closed-loop detailed by NEC/platform until there is no longer a need for that NEC.

7. Member must volunteer for duty involving flying.

8. Acronyms specific to the AW rate include:

AERR	Advancement Exam Readiness Review
ACTC	Aircrew Training Continuum
AIRR	Aviation Rescue Swimmer
ALSS	Aviation Life Support Systems
AGI	Aerial Gunner Instructor
ARSS	Aviation Rescue Swimmer School
ATG	Afloat Training Group
ATS	Afloat Training Specialist
AVO	Air Vehicle Operator
AVO-I	Air Vehicle Operator Instructor
CNATT	Center for Naval Aviation Technical Training
CNRC	Commander, Navy Recruiting Command
CSS	Combat Service Support
CS	Combat Support
CV-TSC	Carrier Tactical Support Center
ECM	Enlisted Community Manager
ENARG	Enablers Naval Aviation Requirements Group
EXW	Expeditionary Warfare Specialist
FRR	Fleet Readiness Review
FRS	Fleet Replacement Squadron
HSM	Helicopter Maritime Strike Squadron
HADGI	Helicopter Aerial Door Gunner Instructor
HPPR	Human Performance Readiness Review
IPT	Integrated Product Team
IUSS	Integrated Undersea Surveillance System
HARP	Helicopter Aircrew Readiness Program
HT	Helicopter Training Squadron (Pilot Initial)
HX	Air Test and Evaluation Squadron
JTAC	Joint Terminal Attack Controller
JTAC-E	Joint Terminal Attack Controller Evaluator
JTAC-I	Joint Terminal Attack Controller Instructor
MC	Mission Commander
MPO	Mission Payload Operator
MTS	Master Training Specialist
MTOC	Mobile Tactical Operations Center
NACCS	Naval Aircrew Candidate School
NATTC	Naval Aviation Technical Training Center
NAPP	Naval Aviation Production Process
NASC	Naval Aviation Schools Command
NATOPS	Naval Aviation Training Operations Procedures and Standardization
NAVAIR	Naval Air Systems Command
NAWDC	Naval Aviation Warfighting Development Center
NIPDR	NAPP Integrated Production Data Repository
NPC	Navy Personnel Command
NSO	Naval Special Operations
NSW	Naval Special Warfare
NSWDG	Naval Special Warfare Development Group
NSWG	Naval Special Warfare Group
NSW SRT	Naval Special Warfare Special Reconnaissance Team



## AWR CAREER PATH



NSW ATC	Naval Special Warfare Advance Training Command
NUWDC	Naval Undersea Warfare Development Center
PAC/PARG	Production Alignment Conference/Production Alignment Requirements Group
RSO	Range Safety Officer
RSS	Rescue Swimmer School
SAMI	Small Arms Marksmanship Instructor
SAR	Search and Rescue
SARMM	Search and Rescue Model Manager
SERE	Survival, Evasion, Resistance and Escape
SRSS	Surface Rescue Swimmer School
SWTI	Seahawk Weapons Tactics Instructor
TRR	Training Readiness Review
UAS	Unmanned Aircraft Systems
UWDC	Undersea Warfare Development Center
VX	Air Test and Evaluation Squadron
VXS	Scientific Development Squadron
WWS	Wing Weapons School

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

#### 1. Sea Assignments

- Documentation of utilizing in-rate qualifications and Rating / Community Impact
  - For Fleet HSM Sea Duty assignments:
    - ACTC Level III is the minimum qualification
    - Level IV, or IVi are additional opportunities (IVi is squadron SWTI, additional school required - is not an opportunity that is available to the entire Rating Spectrum).
  - For NSW assigned personnel:
    - NSW JTAC
    - NSW UAS Operator
    - NSW UAS Instructor
- At least one warfare pin (NAWS primary, EAWS or EXW as a secondary warfare opportunity. Some may qualify in additional warfare qualifications)
- Serving as LPO (Ops/Train/Safety/Detachment/NSW)
- At least one command collateral duty (Primary or Alternate). Diversity in collaterals is preferred.
- FCPOA active involvement
- Sailor 360 involvement (Leading role preferred: Command PI Coordinator).
- Should have served as LPO or Assistant LPO (The following are normally potential departmental/divisional roles):
  - Operations
  - Training
  - Tactics
  - NSW
  - CV-TSC Operator (CV-TSC Watch Supervisor may be an additional role with increased responsibilities).
  - If in a Flying Command, successful completion of an Inspection cycle (TYCOM NATOPS / SAR / ACTC / HARP) with an instrumental role. \*\*Inspection cycles differ from program to program, all programs may not have been observed in a single reporting period.\*\*
- Seahawk Weapons and Tactics Instructor (SWTI)
  - SWTI qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation flight / tactical qualifications.
- Joint Terminal Attack Controller (JTAC)
  - JTAC qualification is not required for advancement to E-7 but is considered an advanced NSW qualification while assigned to an NSW command.
- Upper-level qualifications that may be documented as Aircrew Program Collateral Duties



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- ACTC Level IV
  - Not required but a good indicator of additional investment into Rating and Community
- NATOPS Instructor (Primary Billet Assignment), Assistant NATOPS Instructor (Secondary / Collateral Assignment)
  - Not required for advancement, and not all have an opportunity to perform in these roles, but are good indicators of additional investment into Rating and Community
- Helicopter Aerial Door Gunner Instructor - Crew Served Weapons Instructor
  - Not required but a good indicator of additional investment into Rating and Community
- Night Systems Instructor
  - Not required but a good indicator of additional investment into Rating and Community
- Search & Rescue Petty Officer
  - Not required but a good indicator of additional investment into Rating and Community
  
- Sea Duty Special Programs (NSWDG/NSW UAS)
  - UAS Mission Commander qualification is not required for advancement to E-7 but is the pinnacle of unmanned aviation flight/tactical qualifications.
  - UAS Instructor qualification is not required for advancement to E-7 but is an advanced unmanned aviation flight/tactical qualification.

### 2. Shore Assignments

- Rating Instructor Duty (Instructor screening required). Examples include: Fleet Replacement Squadron, NATTC, NASC, Aviation or Surface Rescue Swimmer School, SERE (High-Risk Training Programs), Afloat Training Group Surface SAR Swimmer Evaluator, NAWDC, Weapons School, NUWDC, Aviation Physiology/Water Survival, CV-TSC Ashore, NSW JTAC, NSW UAS, etc.
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively outside of the normal Rating duties.
  - RDC / Recruiter / PERS / BUPERS / NSW
  - Attainment of Master Training Specialist / Afloat Training Specialist (MTS/ATS) qualification if eligible
- Research, Development, Procurement, Testing of replacement or advanced systems (HX, VX, DCMA, NAVAIR, OPNAV, PMA 205, PMA 299, PMA 242, NSWDG).
- Student Production support / non Instructor Duty (HT Squadron).
- Attainment and utilization of advanced qualifications (Level IV, Level IVi).
- SEAHAWK Weapons and Tactics Instructor (SWTI)
  - SWTI qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation flight / tactical qualifications.
- Should have served as LPO or Assistant LPO (The following are normally potential departmental/divisional roles):
  - Operations
  - Training
  - Tactics
  - NSW
  - FRS / or Production Based Tour Billet additional departmental/divisional role examples:
    - Student Control / (STUCON)
    - Production Control
    - Curriculum Management / Courseware Development
    - Command Pay and Personnel Administrator
    - NAPP Integrated Production Data Repository (NIPDR) Manager
    - Military Training Instructor (MTI)
    - Instructional Standards Assurance Team Member



## AWR CAREER PATH



- (If at a Flying Command) Successful completion of an Inspection cycle (TYCOM NATOPS / SAR) with a supervisory role. \*\*Inspection cycles differ from program to program, all programs may not have been observed in a single reporting period
- Command Collateral Duty with documented impact. Diversity in collaterals is preferred.
- FCPOA involvement. Leading Role preferred. (President, VP, Treasurer, Secretary).
- Sailor 360 involvement. (Leading role preferred: Command PI Coordinator).
- Positive Rating or Community Impact is a potential indicator of increased scope of responsibilities, normally found at the CPO level.
- Upper-level qualifications that may be documented as Aircrew Program Collateral Duties
  - ACTC Level IV
    - Not required but a good indicator of additional investment into Rating and Community
  - NATOPS Instructor (Primary Billet Assignment), Assistant NATOPS Instructor (Secondary / Collateral Assignment)
    - Not required for advancement, and not all have an opportunity to perform in these roles, but are good indicators of additional investment into Rating and Community
  - Helicopter Aerial Door Gunner - Crew Served Weapons Instructor
    - Not required but a good indicator of additional investment into Rating and Community
  - Night Systems Instructor
    - Not required but a good indicator of additional investment into Rating and Community
  - Search & Rescue Petty Officer
    - Not required but a good indicator of additional investment into Rating, Command, and Community
- NSW Shore Duty Special Program (NSW UAS)
  - NSW SRT UAS Instructor duty. This UIC is designed to retain experienced NSW personnel from the NSW SRT Sea duty component to share their experiences and knowledge in an instructor role to newly reporting NSW personnel.
  - NSW ATC UAS Instructor duty, NSW ATC is a shore duty NSW command that teaches advanced courses of instruction (COI) for the NSW enterprise and includes JTAC and UAS courses.

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

#### 1. Sea Assignments

- Documentation of utilizing in-rate qualifications and Rating / Community Impact
  - For Fleet HSM Sea Duty assignments:
    - ACTC Level III is the minimum qualification
    - Level IV, or IVi are additional opportunities (IVi is SWTI, additional school required - is not an opportunity that is available to the entire Rating Spectrum).
  - For NSW assignments:
    - NSW JTAC
    - NSW JTAC-I/E
    - NSW UAS Operator
    - NSW UAS Instructor
    - NSW UAS Mission Commander
- At least one warfare pin (NAWS primary, EAWS or EXW as a secondary warfare opportunity. Some may qualify in additional warfare qualifications)
- At least 12 months in a command role / billet
  - Department LCPO: Operations LCPO (Primary AWRCS Billet at Sea).
  - Division LCPO
  - NSW LCPO





## AWR CAREER PATH



- If at a Flying Command, successful completion of an Inspection cycle (TYCOM NATOPS / SAR / ACTC / HARP) with a supervisory role. Inspection cycles differ from program to program, all programs may not have been observed in a single reporting period.
- Joint Terminal Attack Controller Instructor (JTAC-I)/Joint Terminal Attack Instructor Evaluator (JTAC-E)
  - JTAC-I/E qualification is not required for advancement to E-8 but is considered to be the pinnacle JTAC NSW qualification while assigned to an NSW command.
- Joint Terminal Attack Controller (JTAC)
  - JTAC qualification is not required for advancement to E-8 but is considered an advanced NSW qualification while assigned to an NSW command.
- Command Collateral Duty with documented impact. Diversity in collaterals is preferred.
- CPOA involvement. Leading Role preferred. (President, VP, Treasurer, Secretary).
- Sailor 360 / CPO Initiation involvement. Leading Role preferred. (committee lead or alternate / selectee sponsor)
- Positive Rating or Community Impact (Example: AERR, HPRR, NARG, Community or NAE major inputs/ participation).

### 2. Shore Assignments

- Leading Roles (Division LCPO): Type Wing Staff, Fleet Replacement Squadron, NATTC, NASC, \*\*Aviation or Surface Rescue Swimmer School, SERE (High-Risk Training Programs) Afloat Training Group Surface SAR Swimmer Evaluator, NSWDC, NSW Group, NSW SRT, NSW ATC, NAWDC, UDWC, Weapons School, Aviation Physiology/Water Survival, CV-TSC Ashore, etc.
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - RDC / Recruiter / PERS / BUPERS / NSW
  - Attainment of Master Training Specialist / Afloat Training Specialist (MTS/ATS) qualification if eligible
- Leading Roles in Research, Development, Procurement, Testing of replacement or advanced systems (HX, VX, DCMA, NAVAIR, PMA 205, PMA 299, PMA 242, NSWDC).
- Student Production support / non Instructor Duty (HT Squadron).
- Attainment and utilization of advanced qualifications at the journeyman level
- Joint Terminal Attack Controller Instructor (JTAC-I)/Joint Terminal Attack Instructor Evaluator (JTAC-E)
  - JTAC-I/E qualification is not required for advancement to E-8 but is considered to be the pinnacle JTAC NSW qualification while assigned to an NSW command.
- SEAHAWK Weapons and Tactics Instructor (SWTI)
  - SWTI qualification is not required for advancement to E-8 but is considered to be the pinnacle of aviation flight / tactical qualifications.
- At least 12 months in a command role / billet
  - Department LCPO: Operations LCPO (Primary AWRCS Billet at Sea).
  - Division LCPO
  - NSW LCPO
  - FRS / or Production Based Tour Billet additional departmental/divisional role examples:
    - Student Control / (STUCON)
    - Operations
    - Production Control
    - Curriculum Management / Courseware Development
  - If at a Flying Command, successful completion of an Inspection cycle (TYCOM NATOPS / SAR) with a supervisory role. Inspection cycles differ from program to program; not all programs may have been observed in a single reporting period.
- Command Collateral Duty with documented impact. Diversity in collaterals is preferred.
- CPOA involvement. Leading Role preferred. (President, VP, Treasurer, Secretary).
- Sailor 360 / CPO Initiation involvement. Leading Role preferred. (committee lead or alternate / selectee sponsor)
- Positive Rating or Community Impact in a Leading or co-leading / supporting role





## AWR CAREER PATH



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

#### 1. Sea Assignments

- Senior Enlisted Academy (required)
- At least 12 months in a command role / billet
  - Department LCPO (Primary AWRCS Billet at Sea).
  - NSW LCPO
  - If at a flying command, successful completion of an inspection cycle (TYCOM NATOPS / SAR / ACTC / HARP) with a management of all Sailors and Programs role. Inspection cycles differ from program to program and all programs may not have been observed in a single reporting period.
- At least two warfare pins
- Joint Terminal Attack Controller Instructor (JTAC-I)/Joint Terminal Attack Instructor Evaluator (JTAC-E)
  - JTAC-I/E qualification is not required for advancement to E-9 but is considered to be the pinnacle JTAC NSW qualification while assigned to an NSW command.
- Senior Enlisted Leader during absence of incumbent
  - Not required for advancement however a positive indicator of responsibility, character, and integrity
- Command Collateral with documented impact diversity in collaterals strongly recommended.
- Sailor 360 / CPO Initiation involvement (Area / Base Coordinator/Co-coordinator, Committee Lead or Alternate)
- Positive Rating or Community Impact in a Leading role

#### 2. Shore Assignments

- Senior Enlisted Academy (required)
- At least 12 months in a command role / billet
- Department LCPO
  - SEA Billet, or Rating / Community Leadership: documented AWRCM/E-9 Billet fill (ECM, Detailer, FRS Staff LCPO, NASC ARSS, NATTC, SRSS, Weapons School SEA, Type Wing, TYCOM, CV-TSC Ashore, NSW etc.).
  - If at a Flying Command, successful completion of an Inspection cycle (TYCOM NATOPS / SAR) with a management of all Sailors and Programs role. Inspection cycles differ from program to program, all programs may not have been observed in a single reporting period.
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - ECM / Detailer / RDC / Instructor / Recruiter / NSW
- Senior Enlisted Leader during absence of incumbent
  - Not required for advancement however a positive indicator of responsibility, character, and integrity
  - Documented AWRCM/E-9 Billet fill coverage, detailed cause/effect/impact
- At least two warfare pins
- Command Collateral with documented impact diversity in collaterals strongly recommended.
- Sailor 360 / CPO Initiation involvement with a documented wider scope of responsibilities (Area / Base Coordinator/Co-coordinator, Committee Lead or Alternate)
- Positive Rating or Community Impact in a Leading role, with detailed cause/effect/impact