



## AWR CAREER PATH



<p>Naval Aircrewman Tactical Helicopter (AWR) 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 Electronic Warfare (EW) 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.</p>					
<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 AWRCS	22.9 Yrs 18.2	CSEL Lead Detailer NSWDG SRT NSW Group	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 LCPO, NSW LCPO, NSW Group LCPO
22-25	AWRCM AWRCS AWRC	22.9 Yrs 18.2 15.7	CSEL Lead Detailer NSWDG SRT NSW Group	36	4 <sup>th</sup> Sea Tour (CONUS/OUTUS) Billet: LCPO, NSWDG LCPO, NSW LCPO Duty: HSM, CAG Staff, NSWDG, NSW SRT. Qualification: SWTI, FRS Instructor, NSW JTAC-I/E NSW JTAC, NSW UAS Mission Commander, NSW UAS Operator, NSW UAS Instructor, MISR
19-22	AWRCM AWRCS AWRC AWR1	22.9 Yrs 18.2 15.7 8.0	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, VXLCP, ATG, UWDC, NSW LCPO Qualification: SEA/MTS/SWTI, ATS
16-19	AWRCS AWRC AWR1	18.2 Yrs 15.7 8.0	CWO/OCS/MECP CSEL NSWDG SRT NSW Group	36	3 <sup>rd</sup> Sea Tour (CONUS/OUTUS) Billet: Operations LCPO/LPO, Training LCPO/LPO, Tactics LCPO/LPO Duty: HSM, NSWDG, NSW Group, NSW SRT, NSW ATC, MTOC, CV-TSC 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, MISR



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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
13-16	AWRCS AWRC AWR1	18.2 Yrs 15.7 8.0	CWO/OCS/MECP CSEL NSWDG SRT NSW Group	36	2 <sup>nd</sup> Shore Tour (CONUS/OUTUS) Billets: LCPO/LPO, NAVAIR, “A” School Instructor, FRS Instructor, ARSS/SRSS Instructor, NSW LCPO/LPO, 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, NAWCAD System Development, IUSS Duty, UWDC Duty: HSM, NSWDG, NSW SRT, NSW ATC, CV-TSC, SERE, CNAL SARMM Qualification: MTS, ATS, IUSS Watch Supervisor, NSW JTAC, NSW JTAC-I/E, NSW UAS Operator, NSW UAS Instructor, NSW UAS Mission Commander, MISR
10-13	AWRC AWR1 AWR2	15.7 Yrs 8.0 3.1	CWO/OCS/MECP CSEL NSWDG SRT NSW Group	36	2 <sup>nd</sup> Sea Tour (CONUS/OUTUS) Billet: Operations LCPO/LPO, Training LCPO/LPO, NSW LCPO/LPO Duty: HSM, NSWDG, NSW SRT, NSW ATC, CV-TSC, SERE Qualification: SWTI, NATOPS Instructor, SAR Standardization PO, CV-TSC Watch Supervisor, ATS, NSW JTAC, NSW JTAC-I/E, NSW UAS Operator, NSW UAS Instructor, NSW UAS Mission Commander



## AWR CAREER PATH



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
7-10	AWR1 AWR2 AWR3	8.0 Yrs 3.1 1.76	STA-21/ OCS/ MECP NSWDG SRT	36	1 <sup>st</sup> Shore Tour (CONUS/OUTUS) Billet: OPS Petty Officer, Training Petty Officer, SWTI, Tactics Petty Officer, Student Control Petty Officer, Curriculum Petty Officer Duty: "A" School Instructor, FRS Instructor, ARSS/SRSS Instructor, ATG SAR PO, NSW LCPO/LPO, Weapons School Instructor, MISR Weapons School Instructor, CNATTU, Water Survival Instructor, HX, VX, CV-TSC Ashore, NAWCAD System Development, Station SAR, HT Aircrew 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
2-7	AWR2 AWR3	3.1 Yrs 1.7	STA-21/MECP/OCS Naval Academy, NROTC	54	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
1-2+/-	AWRAN AWRAA Accession Training				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

Notes:

1. "A" School is required
2. Member must volunteer for duty involving flying.
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. CVW Squadrons are considered arduous and demanding.



## AWR CAREER PATH



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. It is strongly encouraged that AW's coming off their first sea duty squadron tour select orders to establish a normal sea/shore flow and hit specific career milestones within their ECP. Once complete with milestones and minimum shore activity tour, Sailors may then begin screening for Sea Duty special programs.

6. Career enhancing billets or tours and special qualifications include: FRS Instructor, WWS Instructor, WWS SEA, Instructor Duty, NAWDC, ECM, Detailer, RDC, Recruiting Duty, Overseas duty.

7. 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.

8. **Consecutive Non-Flying tours are not desirable.**

9. NSW Specific:

- Combat Service Support, NEC required 854A (5306) - Entry-level qualification to provide NSW support.
- Combat Support, NEC required 837A (5307) - Reserved for mature personnel integrating with SEAL combat elements.
- Mission Commander, NEC required 838A (5308) - Expected SME for Mission Planning and UAS operations, Pinnacle qualification.
- EXW qualified. SHALL be a detractor if not obtained within 30 months of check in. 12 month requl for previously qualified personnel.

10. Joint Terminal Attack Controller (JTAC) Specific:

- JTAC- Entry level JTAC who from a forward position, directs the action of combat aircraft engaged in Close Air Support (CAS) and other offensive air operations. NEC 822A (9568)
- JTAC-Instructor (JTAC-I) Advanced qualification to instruct perspective JTAC students or other non-qualified individuals for terminal attack control. NEC 823A (9569)
- JTAC-Evaluator (JTAC-E) Advanced qualification to perform formal evaluations on JTAC's. NEC 836A (95AE).

11. 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
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



## AWR CAREER PATH



FRR	Fleet Readiness Review
FRS	Fleet Replacement Squadron
HSM	Helicopter Maritime Strike Squadron
HADG	Helicopter Aerial Gunner Instructor
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
MISR	Maritime Intelligence Surveillance and Reconnaissance
MISRA	Maritime Intelligence Surveillance and Reconnaissance Afloat
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
NARG	Naval Aviation Requirements Group
NASC	Naval Aviation Schools Command
NATOPS	Naval Air 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
NSW ATC	Naval Special Warfare Advance Training Command
NUWDC	Naval Undersea Warfare Development Center
OCCSTDS	Occupational Standards
PAC/PARG	Production Alignment Conference/Production Alignment Requirements Group
RRL	Ready Relevant Learning
RSO	Range Safety Officer
RSS	Rescue Swimmer School
SAMI	Small Arms Marksmanship Instructor
SAR	Search and Rescue
SSPO	SAR Standardization PO
SARMM	Search and Rescue Model Manager
SERE	Survival, Evasion, Resistance and Escape
SRSS	Surface Rescue Swimmer School
SRT	Special Reconnaissance Team
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
WTM	Wing Training Manual
WWS	Wing Weapons School



## AWR CAREER PATH



### Considerations for advancement from E6 to E7

1. At least one additional warfare pin, NAWS (NAC) is mandatory.
2. Sea Assignments
  - Documentation of utilizing in-rate qualifications and Rating / Community Impact
    - For Fleet HSM Sea Duty assignments:
      - ACTC Level 3, is the minimum qualification and is considered “**Qualified**”.
      - ACTC Level 4, not required but a good indicator of additional investment into Rating and Community and is considered “**Best and Fully Qualified**”.
      - ACTC Level 5 (WTI), school required and is the most advanced qualification achievable in platform. 777A NEC awarded after completion and is considered “**Best and Fully Qualified**”. WTI is not an opportunity that is available to the entire rate and is not required for advancement to E-7, but is considered to be the pinnacle of aviation flight / tactical qualifications.
  - Candidates meeting criteria for advancement must have excelled in a key leadership position as a Department or Divisional LPO:
    - Operations Department (Considered the pinnacle assignment for an AWR at sea)
    - Training Department
    - Safety(NATOPS/SAR) Department
    - Aircrew Division
  - Favorable consideration should be given to members who have clearly demonstrated through their leadership a high level of esprit de corps reflecting directly to their Sailors retention rates and professional development, wherein enhancing their units combat readiness.
  - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / ACTC / CAV) with an instrumental role. \*\*Inspection cycles differ from program to program (normally every 18-24 months), all programs may not have been observed in a single reporting period.\*\*.
  - Special consideration should be given to members that have successful tours with documented deployments.
  - Upper-level qualifications that may be documented as Aircrew Program Collateral Duties
    - NATOPS Instructor - responsible for squadron NATOPS program.
    - Enlisted Seahawk Weapons and Tactics Instructor (ESWTI) – responsible for Squadron Tactics program.
      - SWTI qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation flight / tactical qualifications. Advanced schooling required. NEC awarded
    - Search & Rescue Standardization Petty Officer (SSPO) - responsible for Squadron SAR standardization program.
    - CV-TSC Operator - responsible for manning the shipboard CV-TSC module
      - CV-TSC Watch Supervisor (Watch-Sup), Tactical Console Operator (TACCO), MSO, and TSO are minimum required qualifications.
  - Documented major command impact/leadership/collaterals/FCPOA/SAILOR 360
    - FCPOA/SAILOR 360 leading role preferred
  - Sea Duty Special Programs (NSWDG/SRT/NSW)
    - Due to the nature of NSW initial training pipelines, individuals may or may not have completed the base level qualifications per their department i.e. JTAC, UAS Operator, etc. Refer to ACTC level qualifications from their previous tour for **Q, FQ, BQ**.
      - NSWDG SOF JTAC is the minimum qualification and considered “**Fully Qualified**”.



## AWR CAREER PATH



- NSWDG SOF JTAC Instructor / Evaluator\*\* is an additional qualification opportunity available to JTACs and must be recommended by their Program Manager. If considered and designated, member is considered “**Best and Fully Qualified**”.
  - NSWDG/SRT - UAS Operator is the minimum qualification and is considered “**Qualified**”.
  - NSWDG/SRT - UAS Instructor/Evaluator\*\* is an additional qualification opportunity available to Operators and must be recommended by their Program Manager. If considered and designated, member is considered “**Best and Fully Qualified**”.
  - SRT – Mission Commander Designation is an additional qualification opportunity available to members of SRT and must be recommended by their Program Manager. If considered and designated, member is considered “**Best and Fully Qualified**”.
  - Members meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LPO: Directorate/Department (FIRES, SRT, NXX LPO), Troop, Operations, Training as examples w/ impact.
  - The following conditions ARE NOT considered favorable for advancement and ARE NOT recommended:
    - Single NSW tours exceeding six years.
    - Back-to-back assignments within NSW community (sea-sea, shore-shore, sea-shore, shore-sea).
  - AWR’s should return to their Aircrew community and pass on the knowledge and experiences gained from NSW and bring back to the Fleet. Returning to NSW after a successful HSM aircrew tour is not considered negative.
3. Shore Assignments
- Priority 1 shore duty
    - Flying Tour:
      - FRS (HSM-40, HSM-41), NAWDC (SEAHUNTER, MISR), WWS candidates are individually screened and recruited from the best of the HSM community.
        - a. Favorable consideration should be given to those who excel while assigned to a FRS/NAWDC/Weapons School tour due to their contribution to the community's warfighting effectiveness.
    - Non-Flying Tour:
      - NASC (Aviation Rescue Swimmer School, NACCS), NATTC (AWR”A”), Recruiting Duty, Recruit Division Commander (RDC)
  - Priority 2 shore duty
    - Flying Tour
      - Station SAR (NAS Key West, NAS Lemoore, NAS Pax River, NAS China Lake, NAS Whidbey Island), HT, VX-1, HX-21.
    - Non-Flying Tour
      - CV-TSC school, ATG, CNATTU, NSW ATC, PERS, BUPERS, SRSS, ASTC, SERE School.
  - Master Training Specialist – 8MTS is required if member holds 805A NEC prior to detachment of command (Not available at Station SAR Units & HT). If member does not obtain 8MTS, it is to be considered non favorable for advancement.
  - Instructor under training process/syllabi shall be complete for members to be considered “**Fully Qualified**” at their respective instructor duty.
  - Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LPO:
    - HSM FRS:
      - STUCON LPO (Considered the pinnacle schoolhouse billet for an AWR at shore)
      - OPS LPO (Considered the pinnacle operational billet for an AWR at shore)





## AWR CAREER PATH



- TRAINING LPO
- SAFETY (SAR/NATOPS) LPO
- C4I LPO
- LRC LPO
- NAWDC / MISR / WWS:
  - Standardization LPO (Considered a pinnacle NAWDC WTI billet for AWR)
  - SWTI / CVW (Air Wing) Program Manager (Considered a pinnacle NAWDC WTI billet for AWR)
  - Aircrew LPO
  - Training LPO
  - Curriculum LPO
  - OPS LPO
  - Tactics LPO
- Whidbey/Lemoore/Key West/Pax Station SAR:
  - Aircrew LPO
  - OPS LPO
  - Training LPO
  - Tactics LPO
- Non-Flying:
  - NMT LPO
  - School House LPO
  - Curriculum LPO
  - STUCON LPO
- Favorable consideration should be given to members who have clearly demonstrated through their leadership a high level of esprit de corps reflecting directly to their Sailors retention rates and professional development, wherein enhancing their Units combat readiness.
- Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV / High Risk Training) with an instrumental role. \*\*Inspection cycles differ from program to program, all programs may not have been observed in a single period\*\*.
- Upper-level qualifications that may be documented as Command Collateral Duties due to the nature of importance and unit impact:
  - NATOPS Evaluator - responsible for TYCOM NATOPS Inspections.
  - NATOPS Instructor - responsible for Squadron NATOPS program.
  - SAR Model Manager - responsible for TYCOM SAR Inspections.
  - SAR PO/SSPO - responsible for Squadron SAR program.
  - ACTC PM - responsible for Squadron ACTC program.
  - Command Instructor/Evaluator, Team Lead Instructor - responsible for management of the high-risk programs and conduct evaluations on high-risk instructors.
  - Training Safety Monitor – responsible for the safe and expedient conduct of high-risk training, safety of all participants, and for executing the Emergency Plan of Action.  
\*\*Position usually reserved for E7 and above and should be giving favorable consideration for advancement\*\*.
- Documented major command impact/leadership/collaterals/FCPOA/SAILOR 360
  - FCPOA/SAILOR 360 leading role preferred.
- Shore Duty Special Program (MISR WTI/NSW/UAS)
  - 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).
  - 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.





## AWR CAREER PATH



- NSW ATC 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. At least one additional warfare pin, NAWS (NAC) is mandatory.
2. Sea Assignments
  - Documentation of utilizing in-rate qualifications and Rating / Community Impact.
    - Fleet HSM Sea Duty assignments:
      - ACTC Level 3, is the minimum qualification and is considered “**Qualified**”.
      - ACTC Level 4, not required but a good indicator of additional investment into Rating and Community and is considered “**Best and Fully Qualified**”.
      - ACTC Level 5 (WTI), school required and is the most advanced qualification achievable in platform. 777A NEC awarded after completion and is considered “**Best and Fully Qualified**”. WTI is not an opportunity that is available to the entire rate and is not required for advancement to E-8, but is considered to be the pinnacle of aviation flight / tactical qualifications.
  - Candidates meeting criteria for advancement must have excelled in a key leadership position as a Department or Divisional LCPO:
    - Operations LCPO (Primary AWRCS Billet at Sea).
    - Training LCPO
    - Tactics LCPO
    - Safety(NATOPS/SAR) LCPO
    - Special consideration for AWRCS filling gapped command LCPO billets outside of rating, i.e. PR Shop, ADMIN. These billets are not interchangeable with AWR LCPO billets, and special consideration is only given when filling these roles in addition to AWR LCPO billets.
  - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV / High Risk Training) with an instrumental role. \*\*Inspection cycles differ from program to program, all programs may not have been observed in a single period\*\*.
  - If at an HSM expeditionary command, AWRCS should maximize opportunities to get underway with detachments to provide mentorship to detachment personnel.
  - CVW HSM tours are considered arduous and special consideration should be given to successful tours.
  - Favorable consideration should be given to members who have clearly demonstrated through their leadership a high level of esprit de corps reflecting directly to their Sailor’s professional development, wherein enhancing their Units combat readiness.
  - Retention is a top priority for the AWR leadership, members with high retention percentages across all zones should be documented in block 43 to allow for favorable consideration.
  - Documented major command impact/leadership/collaterals/CPOA/SAILOR 360.
    - CPOA/SAILOR 360 leading role preferred.
    - CPO Initiation involvement. Leading Role preferred. (committee lead or alternate / selectee sponsor).
  - Positive Rating or Community Impact (Examples may include: AERR, SWTI REBLUE, NARG, RRL, OCCSTDS, Production Alignment Conference (PAC), TRR, HPRR, NATOPS/SAR conferences, NHA). Community or NAE major inputs / participation.
  - Sea Duty Special Programs (NSWDG/SRT/NSW)
    - Due to the nature of NSW initial training pipelines, individuals may or may not have completed the base level qualifications per their department i.e. JTAC, UAS Operator, etc.
      - NSWDG SOF JTAC is the minimum qualification and considered “**Fully Qualified**”.



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- NSWDG SOF JTAC Instructor / Evaluator\*\* is an additional qualification opportunity available to JTACs and must be recommended by their Program Manager. If considered and designated, member is considered “**Best and Fully Qualified**”.
- NSWDG/SRT - UAS Operator is the minimum qualification and is considered “**Qualified**”.
- NSWDG/SRT - UAS Instructor/Evaluator\*\* is an additional qualification opportunity available to Operators and must be recommended by their Program Manager. If considered and designated, member is considered “**Best and Fully Qualified**”.
- SRT – Mission Commander Designation is an additional qualification opportunity available to members of SRT and must be recommended by their Program Manager. If considered and designated, member is considered “**Best and Fully Qualified**”.
- Members meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LPO: Directorate/Department (FIRES, SRT, DEPT LPO), Troop, Operations, Training as examples w/ impact.
- The following conditions ARE NOT considered favorable for advancement and ARE NOT recommended:
  - Single NSW tours exceeding six years.
  - Back-to-back assignments within NSW community (sea-sea, shore-shore, sea-shore, shore-sea).
- AWR’s should return to their Aircrew community and pass on the knowledge and experiences gained from NSW and bring back to the Fleet. Returning to NSW after a successful HSM aircrew tour is not considered negative.
- UAS Instructor qualification is not required for advancement to E-8 but is an advanced unmanned aviation flight/tactical qualification.

### 3 Shore Assignments

- Priority 1 shore duty
  - Flying Tour:
    - FRS (HSM-40, HSM-41), NAWDC (SEAHUNTER, MISR), and WWS candidates are individually screened and recruited from the best of the HSM community.
      - a. Favorable consideration should be given to those who excel while assigned to a FRS/NAWDC/Weapons School tour due to their contribution to the community's warfighting effectiveness.
  - Non-Flying Tour:
    - NASC (Aviation Rescue Swimmer School, NACCS), NATTC (AWR”A”), Recruiting Duty, Recruit Division Commander (RDC)
- Priority 2 shore duty
  - Flying Tour
    - VX-1, HX-21, DCMA.
  - Non-Flying Tour
    - TYPE WING, Special Program Recruiting, UWDC, ATG, NSW ATC, PERS, BUPERS, SRSS, ATG.
- Master Training Specialist – 8MTS is required if member holds 805A NEC prior to detachment of command (Not available at Station SAR Units & HT). If member does not obtain 8MTS, it is to be considered non favorable for advancement.
- Instructor under training process/syllabi shall be complete for members to be considered “**Fully Qualified**” at their respective instructor duty.
- Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LCPO:
  - HSM FRS:



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- STUCON LCPO (Considered the pinnacle schoolhouse billet for an AWR at shore)
  - OPS LCPO (Considered the pinnacle operational billet for an AWR at shore)
  - Training LCPO
  - SAFETY (SAR/NATOPS) LCPO
  - C4I LCPO
  - LRC LCPO
  - NAWDC / MISR / WWS:
    - Standardization LCPO (Considered a pinnacle NAWDC WTI billet for AWR)
    - SWTI / CVW (Air Wing) Program Manager (Considered a pinnacle NAWDC WTI billet for AWR)
    - Aircrew LCPO
    - Training LCPO
    - Curriculum LCPO
    - OPS LCPO
    - Tactics LCPO
  - Whidbey/Lemoore/Key West/Pax Station SAR:
    - Aircrew LCPO
    - OPS LCPO
    - Training LCPO
    - Tactics LCPO
  - Non-Flying:
    - NMT LCPO
    - School House LCPO
    - Curriculum LCPO
    - STUCON LCPO
  - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV / High Risk Training) with an instrumental role. \*\*Inspection cycles differ from program to program, all programs may not have been observed in a single period\*\*
  - Favorable consideration should be given to members who have clearly demonstrated through their leadership a high level of esprit de corps reflecting directly to their Sailor's professional development, wherein enhancing their units combat readiness.
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- Retention is a top priority for the AWR leadership, members with high retention percentages across all zones should be documented in block 43 to allow for favorable consideration.
  - Positive Rating or Community Impact in a Leading or co-leading / supporting role (AERR, Board Recorder, SWTI REBLUE, NARG, RRL, OCCSTDS, PAC, TRR, HPPR, NATOPS/SAR conferences, NHA).
  - Documented major command impact/leadership/collaterals/CPOA/SAILOR 360
    - CPOA/SAILOR 360 leading role preferred.
    - Initiation involvement. Leading Role preferred. (committee lead or alternate / selectee sponsor).
  - Shore Duty Special Program (MISR WTI/NSW/UAS)
    - 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-8 and is not an opportunity that is available to the entire rating spectrum (school required, NEC awarded).
    - 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 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.



## AWR CAREER PATH



### Considerations for advancement from E8 to E9

1. At least one additional warfare pin, NAWS (NAC) is mandatory.
2. Senior Enlisted Academy
3. Sea Assignments
  - Senior Enlisted Academy
  - Documentation of utilizing in-rate qualifications and Rating / Community Impact
    - For Fleet HSM Sea Duty assignments:
      - ACTC Level 3, is the minimum qualification and is considered “**Qualified**”.
      - ACTC Level 4, not required but a good indicator of additional investment into Rating and Community and is considered “**Best and Fully Qualified**”.
      - ACTC Level 5 (WTI), school required and is the most advanced qualification achievable in platform. 777A NEC awarded after completion and is considered “**Best and Fully Qualified**”. WTI is not an opportunity that is available to the entire rate and is not required for advancement to E-9, but is considered to be the pinnacle of aviation flight / tactical qualifications.
  - Command role / billet
    - OPS Department LCPO (Primary AWRCS Billet at Sea).
    - Special consideration for AWRCSs filling gapped command LCPO billets outside of rating, i.e. PR Shop, ADMIN. These billets are not interchangeable with AWR LCPO billets, and special consideration is only given when filling these roles in addition to AWR LCPO billets.
    - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV / High Risk Training) with an instrumental role. \*\*Inspection cycles differ from program to program, all programs may not have been observed in a single period.\*\*
    - CVW HSM tours are deployable AWRCS billets and considered arduous, special consideration should be given to successful tours.
    - Favorable consideration should be given to members who have clearly demonstrated through their leadership a high level of esprit de corps reflecting directly to their Sailor’s professional development, wherein enhancing their Units combat readiness.
  - Retention is a top priority for the AWR leadership, members with high retention percentages across all zones should be documented in block 43 to allow for favorable consideration.
  - Senior Enlisted Leader during absence of incumbent.
    - Not required for advancement however a positive indicator of responsibility, character, and integrity.
  - Documented major command impact/leadership/collaterals/CPOA/SAILOR 360
    - CPOA/SAILOR 360 leading role preferred.
    - CPO Initiation involvement. Leading Role preferred. (committee lead or alternate / selectee sponsor).
  - Positive Rating or Community Impact in a Leading role. (AERR, Board Recorder, SWTI REBLUE, NARG, RRL, OCCSTDS, PAC, TRR, HPPR, NATOPS/SAR conferences, NHA).
  - Sea Duty Special Programs (NSWDG/SRT/NSW)
    - Due to the nature of NSW initial training pipelines, individuals may or may not have completed the base level qualifications per their department i.e. JTAC, UAS Operator, etc.
      - NSWDG SOF JTAC is the minimum qualification and considered “**Fully Qualified**”.
      - NSWDG SOF JTAC Instructor / Evaluator\*\* is an additional qualification opportunity available to JTACs and must be recommended by their Program Manager. If considered and designated, member is considered “**Best and Fully Qualified**”.
      - NSWDG/SRT - UAS Operator is the minimum qualification and is considered “**Qualified**”.



## AWR CAREER PATH



- NSWDG/SRT - UAS Instructor/Evaluator\*\* is an additional qualification opportunity available to Operators and must be recommended by their Program Manager. If considered and designated, member is considered “**Best and Fully Qualified**”.
  - SRT – Mission Commander Designation is an additional qualification opportunity available to members of SRT and must be recommended by their Program Manager. If considered and designated, member is considered “**Best and Fully Qualified**”.
  - Members meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LPO: Directorate/Department (FIRES, SRT, NXX LPO), Troop, Operations, Training as examples w/ impact.
  - The following conditions ARE NOT considered favorable for advancement and ARE NOT recommended:
    - Single NSW tours exceeding six years.
    - Back-to-back assignments within NSW community (sea-sea, shore-shore, sea-shore, shore-sea).
  - AWR’s should return to their Aircrew community and pass on the knowledge and experiences gained from NSW and bring back to the Fleet. Returning to NSW after a successful HSM aircrew tour is not considered negative.
4. Shore Assignments
- Priority 1 shore duty
    - Flying Tour:
      - FRS (HSM-40, HSM-41), NAWDC (SEAHUNTER, MISR), WWS SEL candidates are individually screened and recruited from the best of the HSM community.
        - a. Favorable consideration should be given to those who excel while assigned to a FRS/NAWDC/Weapons School tour due to their contribution to the community's warfighting effectiveness.
    - Non-Flying tour:
      - Enlisted Community Manager TechAd, NASC (Aviation Rescue Swimmer School, NACCS), NATTC (AWR”A”), Recruiting Duty, Recruit Division Commander (RDC)
  - Priority 2 shore duty .
    - Non-Flying Tour
      - TYPE WING, UWDC, ATG, NSW ATC, PERS, BUPERS, SRSS.
  - Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental LCPO:
    - HSM FRS:
      - SCHOOLHOUSE LCPO
      - OPS LCPO
      - CNAL SAR
    - NAWDC/WWS:
      - SEAWOLF/SEAHUNTER LCPO
      - WWS SEL
    - Non-Flying:
      - NACCS Schoolhouse LCPO
      - ARSS Schoolhouse LCPO
  - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV / High Risk Training) with an instrumental role. \*\*Inspection cycles differ from program to program, all programs may not have been observed in a single period.\*\*
  - Favorable consideration should be given to members who have clearly demonstrated through their leadership a high level of esprit de corps reflecting directly to their Sailor’s professional development, wherein enhancing their units combat readiness.



## AWR CAREER PATH



- Retention is a top priority for the AWR leadership, members with high retention percentages across all zones should be documented in block 43 to allow for favorable consideration.
- 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.
- Documented major command impact/leadership/collaterals/CPOA/SAILOR 360
  - CPOA/SAILOR 360 leading role preferred.
  - CPO Initiation involvement. Leading Role preferred. (committee lead or alternate / selectee sponsor).
- Positive Rating or Community Impact in a Leading role, with detailed cause/effect/impact. (Examples may include AERR, Board Recorder, SWTI REBLUE, NARG, RRL, OCCSTDS, PAC, TRR, HPPR, NATOPS/SAR conferences, NHA).
- Shore Duty Special Program (MISR WTI/NSW/UAS)
  - 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-9 and is not an opportunity that is available to the entire rating spectrum (school required, NEC awarded).
  - 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 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.