



## AWS CAREER PATH (NAC/AW/SW/EXW/IW/FPJ)



NAVAL AIRCREWMEN (PERSONNEL RECOVERY SPECIALISTS) (AWS). AWSs support and perform full spectrum maritime operations in open-ocean and littoral environments. AWSs are experts in fleet tactics, detailed mission planning, advanced weapons tactics, tactical communications, advanced carrier, amphibious, littoral aviation operations, long-range, over the horizon combat logistics, tactical combat medicine, patient movement/transport, and intelligence operations. AWSs are responsible for the planning and operation of various aircraft systems in the execution of Personnel Recovery in both contested and non-contested environments, Combat Logistics, Special Operations Forces (SOF) Support, Surface Warfare (SUW), and Airborne Mine Countermeasure (AMCM). While assigned to Naval Special Warfare (NSW) units, they serve as NSW Fire Support specialists as a Joint Terminal Attack Controller (JTAC) and Joint Terminal Attack Controller Instructor/Evaluator (JTAC-I/E).

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	AWSCM	22.7 Yrs	CMC CSEL NSWDG SRT TRADET 8	36	<u>4<sup>th</sup> Shore Tour</u> <u>Billet:</u> NAWDC / WWS FRS MCPO (HSC-2/3) SARMM HSC Wing Atlantic/Pacific NASC DEVGRU CSG <u>Community Professional Development:</u> AIRR Recruiting Team Member SEAD Lead AERR Selection Board Member Community Conferences
24-27	AWSCM AWSCS	22.7 Yrs 18.6	CMC CSEL NSWDG SRT NSW ATC	36	<u>4<sup>th</sup> Sea Tour</u> <u>Billet:</u> DLCPO/LCPO HSC (EXP/CVW)/ NSWDG/SRT/GROUP <u>Advanced Q:</u> ACTC LVL5, JTAC-I/E, UXS I/E/Mission Commander, MISR WTI <u>Community Professional Development:</u> AIRR Recruiting Team Member SEAD Lead AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
21-24	AWSCM AWSCS AWSC AWS1	22.7Yrs 18.6 15.6 9.3	CWO CMC/CSEL ECM Detailer Placement Coordinator/Rating Specialist NSWDG SRT TRADET 8 AVN ANALYST	36	<u>3<sup>rd</sup> Shore Tour</u> <u>Billet:</u> DLCPO/LCPO/LPO Flying Shore Duty Commands Non-Flying Shore Duty Commands <u>Positions:</u> TYCOM NATOPS/ SAR Evaluator WTI FRS Instructor / Instructor Duty / Assessment Team Member <u>Advanced Q:</u> ACTC LVL4/5, NSW JTAC I/E, UXS I/E/Mission Commander, MISR WTI <u>Community Professional Development:</u> AIRR Recruiting Team Member SEAD Lead AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy
17-21	AWSCS AWSC AWS1	18.6 Yrs 15.6 9.3	CWO OCS MECP CSEL NSWDG SRT	36	<u>3<sup>rd</sup> Sea Tour</u> <u>Billet:</u> DLCPO/LCPO/LPO HSC (EXP/CVW), NSWDG/SRT/GROUP <u>Advanced Q:</u> ACTC LVL4/5, NSW JTAC-I/E, UXS I/E/Mission Commander, MISR WTI <u>Community Professional Development:</u> AIRR Recruiting Team Member SEAD Lead AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy
14-17	AWSCS AWSC AWS1	18.6 Yrs 15.6 9.3	CWO OCS MECP CSEL NSWDG SRT TRADET 8 AVN ANALYST	36	<u>2<sup>nd</sup> Shore Tour</u> <u>Billet:</u> DLCPO/LCPO/LPO Flying Shore Duty Commands Non-Flying Shore Duty Commands <u>Positions:</u> TYCOM NATOPS / SAR Evaluator WTI Joint Service Training Program Instructor Duty / Assessment Team Member <u>Advanced Q:</u> ACTC LVL 4/5, MTS/ATS, NSW JTAC-I/E, UXS I/E/Mission Commander, MISR WTI <u>Community Professional Development:</u> AIRR Recruiting Team Member SEAD Lead AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
10-14	AWSC AWS1 AWS2	15.6 Yrs 9.3 2.9	OCS MECP NSWDG SRT	36	<u>2<sup>nd</sup> Sea Tour</u> <u>Billet:</u> LCPO/LPO/Supervisor HSC (EXP/CVW), NSWDG/SRT/GROUP <u>Basic Q:</u> ACTC LVL 3, JTAC, UXS Operator <u>Advanced Q:</u> ACTC LVL 4/5, NSW JTAC I/E, UXS I/E/Mission Commander, MISR WTI <u>Mission Specific Q:</u> AMCM, MPO, MIW <u>Voluntary Cert:</u> EMT-B/A/Paramedic
7-10	AWS1 AWS2 AWS3	9.3 Yrs 2.9 1.3	STA-21 OCS MECP, NSWDG SRT	36	<u>1<sup>st</sup> Shore Tour</u> <u>Billet:</u> LPO /Supervisor NAWDC/WWS HSC-2/3 Schools Command Station SAR Screen for NSW <u>Basic Q:</u> ACTC LVL 3, MTS, IUT X, UXS Operator, ANI/ASI, TCCC 2 <u>Advanced Q:</u> NI, CRMI, SAR PO, ACTC LVL 4 / 5, TCCC 3, SAMI/ESAMI, High Risk TSO <u>Mission Specific Q:</u> AMCM, MPO, MIW <u>Voluntary Cert:</u> EMT-B/A/ Paramedic
2-7	AWS2 AWS3	2.9 Yrs 1.3	STA-21 OCS MECP Naval Academy NROTC	54	<u>1<sup>st</sup> Sea Tour</u> <u>Billet:</u> Aircrewman / Supervisor <u>Duty:</u> HSC (EXP/CVW) <u>Basic Q:</u> ACTC LVL 2, NAWS, EAWS, TCCC 2 <u>Advance Q:</u> ACTC LVL 3, ESWS, ANI, CRMF, ASI <u>Collateral:</u> Supervisor for AIRCREW/OPS/TRNG/TACTICS <u>Mission Specific Q:</u> AMCM, MPO, MIW <u>Voluntary Cert:</u> EMT-B/A
1-2+/-	AWS3 AWSAN AWSAA Accession Training				Recruit Training, NACCS, ARSS, NATTC, SERE, FRS 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. Upon completion of initial training pipelines, AWSs are typically closed-loop detailed by NEC/platform until there is no longer a need for that NEC. Due to Fleet manning priorities, only minimal AWSs are provided the opportunity to pursue shore duty outside of their respective community such as RDC and Navy Recruiting.



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4. In addition to operational duties, all AWS's are required to maintain minimum Naval Aircrew standards as well as maintain a SECRET or higher security clearance.
5. Air Combat Training Continuum qualifications (ACTC/SWTP) SHALL be listed in block 29 of evaluation (2025 and beyond). Documentation of flight time shall be listed in block 29 (2026 and beyond) for Sailors assigned to flying billets to ensure they are maintaining proficiency, currency and tactical acumen while continuing to train the next generation. Sailors who do not complete the minimum requirement of 48 hours should submit justification (LIMDU/DOWN CHIT/NPQ) to the board. Those that do not meet the minimum requirement who do not have appropriate justification should NOT receive favorable consideration for advancement.
6. Some expeditionary commands have additional mission sets (AMCM,) that may require aircrew to complete up to two additional syllabi. In addition to normal MH-60S ACTC Sailors assigned to these commands can obtain Mine Warfare (MIW) LVL II and LVL III,
7. It is strongly encouraged the AWS'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 the NSW screening process.
8. AWSs must attend refresher training at a Fleet Replacement Squadron if distributed to a billet not requiring regular flight duties for a period greater than 18 months.
9. Career enhancing billets or tours and special qualifications include: NAWDC Instructor, Weapons School Instructor, FRS Instructor, Overseas Sea duty (FDNF), ECM/Detailer/Placement, Coordinator/Rating Specialist, NACCS, SAR School, "A" School, NSO/NSW/AIRR Program Manager/Coordinator.
10. **Consecutive Non-Flying tours are not desirable.**
11. HSC ACTC Qualification Levels:
  - Level 1 Qualified in all aircraft systems, normal procedures, CRM, and all crew served weapons.
  - Level 2 Qualified in all aircraft systems and crew served weapons, and can perform all mission duties in any operating environment.
  - Level 3 Capable of providing tactical leadership in requisite mission areas and demonstrates the requisite standardization and leadership to conduct level 2 and level 3 training.
  - Level 4 Qualified with an advanced knowledge of tactical doctrine, theory, and operational employment of the aircraft in all environments. Ground school required prior to designation. Capable of making ACTC designation recommendations to the CO.
  - Level 5 Qualified Weapons and Tactics Instructor (WTI). WTIs are formally trained instructors and tactical leaders who integrate advanced air combat Tactics, Techniques, and Procedures (TTP) in mission planning, execution, combat tactics, and instructor training. Completion of SEAWOLF WTI course and receipt of 777A NEC required.
12. 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 and supersedes 854A.
  - **Mission Commander** NEC required 838A (5308) - Expected SME for Mission Planning and UAS operations, Pinnacle qualification.
  - EXW qualified, should be a detractor if not obtained later within 30 months, 12months equal the NSW tour.
13. Acronyms specific to the AWS rate include:

ACTC	Air Combat Training Continuum
AERR	Advancement Exam Readiness Review



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AIRR	Aviation Rescue Swimmer
ALSS	Aviation Life Support Systems
AG	Aerial Gunner
AGI	Aerial Gunnery Instructor
ALMDS	Airborne LASER Mine Detection System
AMNS	Airborne Mine Neutralization System
ANI	Assistant NATOPS Instructor
ARG	Amphibious Ready Group
ASI	Assistant SAR Instructor
ATC	Advance Training Command
ATG	Afloat Training Group
ATM	Assessment Team Member
ATS	Afloat Training Specialist
AVO	Air Vehicle Operator
BLS	Basic Life Support
CAG	Commander, Air Group
CAV	Command Assist Visit
CNATT	Center for Naval Aviation Technical Training
CNRC	Commander, Navy Recruiting Command
CPRI	Cardiopulmonary Resuscitation Instructor
CRM	Crew Resource Management
CRMI	Crew Resource Management Instructor
CSG	Carrier Strike Group
CSS	Combat Service Support
CS	Combat Support
CVW	Carrier Air Wing
DMO	Distributed Maritime Operations
DRRS-S	Defense Readiness Reporting System-Strategic
EABO	Expeditionary Advanced Basing Operations
ECM	Enlisted Community Manager
EMT	Emergency Medical Technician
ENARG	Enablers Naval Aviation Requirements Group
ESAMI	Expeditionary Small Arms Marksmanship Instructor
ESG	Expeditionary Strike Group
EXW	Expeditionary Warfare Specialist
FRR	Fleet Readiness Review
FRS	Fleet Replacement Squadron
HARP	Helicopter Advanced Readiness Program
HSC	Helicopter Sea Combat Squadron
HSM	Helicopter Strike Maritime
HPRR	Human Performance Readiness Review
HM	Helicopter Mine Countermeasures Squadron
HT	Helicopter Training Squadron (Pilot Initial)
HX	Air Test and Evaluation Squadron
IMP	In-Service Management Panel
JQR	Job Qualification Requirements
JTAC	Joint Terminal Attack Controller
ILSMT	Integrated Logistics Support Management Team
IPT	Integrated Product Team
LFE	Large Force Exercise
MAWTS-1	Marine Aviation Weapons and Tactics Squadron One



## AWS CAREER PATH (NAC/AW/SW/EXW/IW/FPJ)

MC	Mission Commander
MIW	Mine Interdiction Warfare
MISR	Maritime, Intelligence, Surveillance, and Reconnaissance
MPO	Mission Payload Operator
MTS	Master Training Specialist
NACCS	Naval Aircrew Candidate School
NAPP	Naval Aviation Production Process
NASC	Naval Aviation Schools Command
NATOPS	Naval Air Training Operations Procedures and Standardization
NAVAIR	Naval Air Systems Command
NAWDC	Naval Aviation Warfighting Development Center
NAWS	Naval Aircrew Warfare Specialist
NITE	Night Imaging and Threat Evaluation
NPC	Navy Personnel Command
NSC	Naval Safety Command
NSO	Naval Special Operations
NSW	Naval Special Warfare
NSWDG	Naval Special Warfare Development Group
NSWG	Naval Special Warfare Group
PAC/PARG	Production Alignment Conference / Production Alignment Requirements Group
RSS	Rescue Swimmer School
SAR	Search and Rescue
SARMM	Search and Rescue Model Manager
SEAD	Senior Enlisted Action Directorate
SERE	Survival Evasion Resistance and Escape
SHARP	Sierra Hotel Aviation Readiness Program
SRSS	Surface Rescue Swimmer School
SRT	Special Reconnaissance Team
SSWG	Safety Systems Working Group
SWTI	Squadron Weapons and Tactics Instructor
SAMI	Small Arms Instructor
TCCC	Tactical Combat Casualty Care
TRR	Training Requirements Review
UAS	Unmanned Aircraft Systems
USV	Unmanned Surface Vehicle
UUV	Unmanned Underwater Vehicle
UXS	Unmanned Systems
VX	Air Test and Evaluation Squadron
VXS	Scientific Development Squadron
WISOF	Women In Special Operation Forces
WTI	Warfare Tactics Instructor
WWS	Wing Weapons School

### Considerations for advancement from E6 to E7

1. Due consideration should be given to **Fully Qualified** and **Best Qualified** members of the AWS community who recently converted from another rating that were **Fully Qualified** and demonstrated Sustained Superior Performance in the previous rating.
2. At least two warfare pins are required to be considered for advancement.



## AWS CAREER PATH (NAC/AW/SW/EXW/IW/FPJ)



### 3. Sea Assignments

- Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact  
For Fleet HSC/HM Sea Duty assignments (Effective DEC 2023): Due consideration should be given to Sailors currently on Shore Duty that have not yet had the opportunity to return to Sea Duty and attain ACTC LVL 4 qualification
  - For Fleet HSC Sea Duty assignments (Effective JAN 2024):
    - ACTC LVL 3 - **“Qualified”**
    - ACTC LVL 4 - **“Fully Qualified”**
    - ACTC LVL 5 (WTI) - 777A NEC - **“Best Qualified”** \*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 Departmental or Divisional LPO:
  - HSC/HM:
    - (i) AIRCREW LPO (Considered the pinnacle assignment for an AWS at sea)
    - (ii) OPS LPO
    - (iii) TRAINING LPO
    - (iv) TACTICS LPO
    - (v) SAFETY LPO
    - (vi) DET LPO
- Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV).  
\*\*Inspection cycles differ from program to program, all programs may not have been observed in a single period\*\*
- Upper-level designations that may be documented as Command Collateral Duties due to the nature of importance and unit impact:
  - NATOPS Instructor, CRM-I/F, responsible for Squadron NATOPS program
  - SAR PO, responsible for Squadron SAR Standardization program
- Documentation of command collaterals with impact, professional certifications, off-duty education, involvement in the FCPOA, Sailor 360, and members of the AIRR Recruiting Team focusing on new accessions and growth of the community should receive favorable consideration.

### 4. Sea Duty Special Programs (NSWDG/SRT/NSW) assigned personnel:

- Due to the nature of NSW pipelines, individuals may or may not have completed the base level qualification per their directorate or department i.e. (JTAC, UAS Operator, TSD Tech, etc). Refer to ACTC level qualifications from their previous tour for **Q/FQ/BQ**
  - NSWDG SOF JTAC - **“Fully Qualified”**
  - NSWDG SOF JTAC Instructor / Evaluator - **“Best Qualified”**.
  - SRT - UXS Operator - **“Qualified”**
  - SRT - UXS Instructor/Evaluator\*\* - **“Fully Qualified”**.
  - SRT – Mission Commander Designation - **“Best Qualified”**.
- Members meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LPO w/ impact
  - The following conditions **ARE** considered favorable for advancement and **ARE** recommended:
    - AWS’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 payback tour with the Fleet is considered favorable.





## AWS CAREER PATH (NAC/AW/SW/EXW/IW/FPJ)



- Back-to-back sea assignments are not to be looked at negatively

### 5. Shore Assignments

- Priority 1 shore duty
- Flying Tour
  - NAWDC (SEAWOLF, Strike, and MISR), Weapons School, FRS (HSC-2 & HSC-3).
    - NAWDC, FRS, and Weapons School candidates are individually screened and recruited from the best of the HSC community. Favorable consideration should be given to those who excel while assigned to a FRS/NAWDC/Weapons School.
- Non-Flying Tour
  - NASC (Aviation Rescue Swimmer School, NACCS), NSW ATC, TRADET 8, PERS, BUPERS, Warrior Challenge Recruiting, WISOF, AW “A”.
- Priority 2 shore duty
- Flying Tour - Station SAR, HT, VX-1, VX-31, HX-21, VTUAV.
  - Non-Flying Tour - SRSS, ATG, ASTC, RDC, 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). 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:
- HSC FRS:
  - STUCON LPO (Considered the pinnacle schoolhouse billet for an AWS at shore)
  - OPS LPO (Considered the pinnacle operational billet for an AWS at shore)
  - TRAINING LPO
  - TACTICS LPO
  - SAFETY LPO
- NAWDC/MISR/WWS:
  - Standardization LPO (Considered a pinnacle WTI billet for AWS)
  - SWTI / CVW (Air Wing) Program Manager (Considered a pinnacle WTI billet for AWS)
  - Training LPO
  - Curriculum LPO
  - OPS LPO
  - Tactics LPO
- Whidbey/Lemoore/Key West/Pax Station SAR:
  - AIRCREW LPO
  - OPS LPO
  - TRNG LPO
  - TACTICS LPO
- Non-Flying:
  - NMT LPO
  - School House LPO
  - Curriculum LPO
  - STUCON LPO
- 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\*\*





## AWS CAREER PATH (NAC/AW/SW/EXW/IW/FPJ)



- Upper-level designations that may be documented as Command Collateral Duties due to the nature of importance and unit impact:
- NATOPS Evaluator, CRM-I, responsible for TYCOM NATOPS Inspections
- NATOPS Instructor, CRM-I/F, responsible for Squadron NATOPS program
- SAR Model Manager, responsible for TYCOM SAR Inspections
- SAR PO, responsible for Squadron SAR program
- Command Instructor/Evaluator - 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 NASC E7 and above).
- Documentation of command collaterals with impact, professional certifications, off-duty education, involvement in the FCPOA, Sailor 360, and members of the AIRR Recruiting Team focusing on new accessions and growth of the community should receive favorable consideration.

### Considerations for advancement from E7 to E8

1. At least two warfare pins are required to be considered for advancement.
2. Sea Assignments
  - Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact
  - For Fleet HSC/HM Sea Duty assignments (Effective DEC 2023): Due consideration should be given to Sailors currently on Shore Duty that have not yet had the opportunity to return to Sea Duty and attain ACTC LVL 4 qualification
    - For Fleet HSC Sea Duty assignments:
      - ACTC LVL 4 - “**Fully Qualified**”
      - ACTC LVL 5 (WTI) - 777A NEC - “**Best Qualified**” \*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 Departmental or Divisional LCPO:
    - HSC/HM:
      - AIRCREW LCPO (Traditionally an E-8 billet)
      - OPS LCPO (Considered the pinnacle assignment for an AWS at sea)
      - TRAINING LCPO
      - TACTICS LCPO
      - SAFETY LCPO
      - DET LCPO / SEL
  - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV).  
\*\*Inspection cycles differ from program to program, all programs may not have been observed in a single period. \*\*
  - Documentation of command collaterals with impact, professional certifications, off-duty education, involvement in the CPOA, Sailor 360, and members of the AIRR Recruiting Team focusing on new accessions and growth of the community should receive favorable consideration.
  - Documentation of major command and community impact and involvement should receive favorable consideration for advancement.
    - Major command impact/leadership



## AWS CAREER PATH (NAC/AW/SW/EXW/IW/FPJ)



- Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, NAWDC REBLUE, FRS Curriculum IPT, NAPP PAC, ILSMT, RRL, NHA/SARMM Symposium, and Tactics Continuum)
  - Managing ACTC qualifications, DRRS-S requirements, and AWS manning levels
  - SEA/SEL roles, noting time served and impact
3. Sea Duty Special Programs (NSWDG/SRT/NSW)
- Due to the nature of NSW pipelines, individuals may or may not have completed the base level qualification per their directorate or department i.e. (JTAC, UAS Operator, TSD Tech, etc). Refer to ACTC level qualifications from their previous tour for **Q/FQ/BQ**
    - NSWDG SOF JTAC - “**Fully Qualified**”
    - NSWDG SOF JTAC Instructor / Evaluator - “**Best Qualified**”
    - SRT - UXS Operator - “**Qualified**”
    - SRT - UXS Instructor/Evaluator\*\* - “**Fully Qualified**”
    - SRT – Mission Commander Designation - “**Best Qualified**”.
  - Members meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LCPO w/ impact
    - The following conditions **ARE** considered favorable for advancement and **ARE** recommended:
      - AWS’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 payback tour with the Fleet is considered favorable.
      - Back-to-back sea assignments are not to be looked at negatively
4. Shore Assignments
- Priority 1 shore duty
  - Flying Tour
    - NAWDC (SEAWOLF, Strike, and MISR), HSCWSL, HSCWSP, FRS (HSC-2 & HSC-3).
      - NAWDC, FRS, and Weapons School candidates are individually screened and recruited from the best of the HSC community. Favorable consideration should be given to those who excel while assigned to a FRS/NAWDC/Weapons School.
  - Non-Flying Tour
    - NASC, Warrior Challenge Scout/Coordinator, WISOF, NSW ATC, TRADET 8, PERS, BUPERS
  - Priority 2 shore duty
  - Flying Tour - Station SAR, HT, VX-1, VX-31, HX-21, VTUAV.
    - Non-Flying Tour - SRSS, ATG, ASTC, RDC, 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). 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:
    - HSC FRS:
      - STUCON LCPO (Considered the pinnacle schoolhouse billet for an AWS at shore)
      - OPS LCPO (Considered the pinnacle operational billet for an AWS at shore)
      - TRAINING LCPO
    - NAWDC/MISR/WWS:
      - Standardization LCPO (Considered the pinnacle WTI billet for AWS)



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- SWTI / CVW (Air Wing) LCPO
  - Training LCPO
  - Whidbey/Lemoore/Key West/Pax Station SAR:
    - AIRCREW LCPO
    - OPS LCPO
  - Non-Flying:
    - NMT LCPO
    - School House LCPO
    - STUCON LCPO
- Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV / High Risk Training) \*\*Inspection cycles differ from program to program, all programs may not have been observed in a single period.\*\*
- Upper-level designations that may be documented as community impacting Collateral Duties due to the nature of importance and fleet wide impact:
  - NATOPS Evaluator, CRM-I, responsible for TYCOM NATOPS Inspections
  - SAR Model Manager, responsible for TYCOM SAR Inspections
  - Command Instructor/Evaluator - Responsible for management of the high-risk programs and conduct evaluations on high-risk instructors.
- Documentation of command collaterals with impact, professional certifications, off-duty education, involvement in the CPOA, Sailor 360, and members of the AIRR Recruiting Team focusing on new accessions and growth of the community should receive favorable consideration.
- Documentation of major command and community impact and involvement should receive favorable consideration for advancement.
  - Major command impact/leadership
  - Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, NHA/SARMM Symposium, NAWDC REBLUE, FRS Curriculum IPT, NAPP PAC, ILSMT, RRL, and Tactics Continuum)
  - Managing ACTC qualifications, DRRS-S requirements and AWS manning levels
  - SEA/SEL roles, noting time served and impact

### Considerations for advancement from E8 to E9

1. At least two warfare pins are required to be considered for advancement
2. Graduation of the Senior Enlisted Academy is required for advancement
3. Sea Assignments
  - Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact
  - For Fleet HSC/HM Sea Duty assignments (Effective DEC 2023): Due consideration should be given to Sailors currently on Shore Duty that have not yet had the opportunity to return to Sea Duty and attain ACTC LVL 4 qualification
  - For Fleet HSC Sea Duty assignments:
    - ACTC LVL 4 - “**Fully Qualified**”
    - ACTC LVL 5 (WTI) - 777A NEC -“**Best Qualified**” \*Not required for advancement to E-9 but is considered to be the pinnacle of aviation flight / tactical qualifications. \*



## AWS CAREER PATH (NAC/AW/SW/EXW/IW/FPJ)

- Candidates meeting criteria for advancement must have excelled in the following key leadership position as a Departmental LCPO while overseeing the following departments:
    - HSC/HM:
      - AIRCREW LCPO (Considered the pinnacle position for an AWSCS at Sea)
  - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV).  
\*\*Inspection cycles differ from program to program, all programs may not have been observed in a single period.\*\*
  - Leading in the Mess / Sailor 360 / CPOA involvement / AIRR Recruiting Team focus is new accessions and growth of community
  - Documentation of major command and community impact and involvement should receive favorable consideration for advancement.
    - Major command impact/leadership
    - Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, NHA/SARMM Symposium, NAWDC REBLUE, FRS Curriculum IPT, NAPP PAC, ILSMT, RRL, and Tactics Continuum)
    - Managing ACTC qualifications, DRRS-S requirements and AWS manning levels
4. Sea Duty Special Programs (NSWDG/SRT/NSW) assigned personnel:
- Due to the nature of NSW pipelines, individuals may or may not have completed the base level qualification per their directorate or department i.e. (JTAC, UAS Operator, TSD Tech, etc). Refer to ACTC level qualifications from their previous tour for **Q/FQ/BQ**
    - NSWDG SOF JTAC - “**Fully Qualified**”
    - NSWDG SOF JTAC Instructor / Evaluator - “**Best Qualified**”
    - SRT - UXS Operator - “**Qualified**”
    - SRT - UXS Instructor/Evaluator\*\* - “**Fully Qualified**”
    - SRT – Mission Commander Designation - “**Best Qualified**”
  - Members meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LPO w/ impact
    - The following conditions **ARE** considered favorable for advancement and **ARE** recommended:
      - AWS’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 payback tour with the Fleet is considered favorable.
    - Back-to-back sea assignments are not to be looked at negatively
5. Shore Assignments
- Priority 1 shore duty
  - Flying Tour
    - NAWDC (SEAWOLF, Strike, and MISR), HSCWSL, HSCWSP, FRS (HSC-2 & HSC-3).
      - NAWDC, FRS, and Weapons School candidates are individually screened and recruited from the best of the HSC community. Favorable consideration should be given to those who excel while assigned to a FRS/NAWDC/Weapons School.
      - NAWDC / WWS – Priority is Tactics, Training, Procedure development for Fleet Squadrons, Air Wing Fallon Exercises, and production of 777A. Arduous and high OPTEMPO.
      - HSC-2 & HSC-3– Priority is FRP/FRAC production. Arduous and high OPTEMPO.



## AWS CAREER PATH (NAC/AW/SW/EXW/IW/FPJ)



- Non-Flying Tour
  - Enlisted Community Manager Tech Ad, Naval Aviation Schools Command, Warrior Challenge Scout/Coordinator, WISOF, NSW ATC, TRADET 8, PERS
- Priority 2 shore duty
- Flying Tour - Station SAR, HT, VX-1, HX-21, VTUAV
- Non-Flying Tour - SRSS, ATG, ASTC, RDC, SERE School, NSC
- Master Training Specialist – 8MTS is required if member holds 805A NEC prior to detachment of command (Not available at Station SAR Units & HT). Instructor under training process/syllabi shall be complete for members to be considered “**Fully Qualified**” at their respective instructor duty.
- 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 LCPO while overseeing the following departments:
  - HSC FRS:
    - SCHOOLHOUSE LCPO
  - NAWDC/WWS:
    - SEAWOLF/SEAHUNTER LCPO
    - WWS SEL
  - Whidbey/Lemoore/Key West/Pax Station SAR:
    - Station SAR LCPO
  - 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.\*\*
- Aviation Safety Analysts at NSC shall complete JQR as a Fleet Wide Assessment Team Member. In addition to qualifying as an ATM and conducting worldwide fleet Local Area Assessments, billeted personnel conduct analytical studies and publish Safety Assurance Letters from Commander Naval Safety Command that address common trends or issues across the Naval Aviation Enterprise.
- Documentation of major command and community impact and involvement should receive favorable consideration for advancement.
  - Major command impact/leadership
  - Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, NHA/SARMM Symposium, NAWDC REBLUE, FRS Curriculum IPT, NAPP PAC, ILSMT, RRL. and Tactics Continuum)Managing ACTC qualifications, DRRS-S requirements and AWS manning levels