



**AWS CAREER PATH**  
(Naval Aircrewman Recovery Specialist)



Naval Aircrewman Helicopter (AWS). AWSs are responsible for the preparation 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). Members also serve as Unmanned Aircraft Systems (UAS) / Unmanned Underwater Vehicle (UUV) pilots and payload operators.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	AWSCM	22.7 Yrs	CMC CSEL NSWDG SRT TRADET 8	36	<p style="text-align: center;"><b><u>4<sup>th</sup> Shore Tour</u></b></p> <p><b><u>Billet:</u></b> NAWDC / WWS FRS MCPO (HSC-2/3/HM12) SARMM HSC Wing Atlantic/Pacific NASC DEVGRU CSG</p> <p><b><u>Community PRODEV:</u></b> AERR Selection Board Member Community Conferences</p>
24-27	AWSCM AWSCS	22.7 Yrs 18.6	CMC CSEL NSWDG SRT NSW ATC	36	<p style="text-align: center;"><b><u>4<sup>th</sup> Sea Tour</u></b></p> <p><b><u>Billet:</u></b> DLCPO/LCPO HSC (EXP/CVW), HM NSWDG/SRT/GROUP</p> <p><b><u>Advanced Q:</u></b> ACTC LVL5, JTAC-I/E, UXS I/E/Mission Commander, MISR</p> <p><b><u>Community PRODEV:</u></b> AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy</p>
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	36	<p style="text-align: center;"><b><u>3<sup>rd</sup> Shore Tour</u></b></p> <p><b><u>Billet:</u></b> DLCPO/LCPO/LPO Flying Shore Duty Commands Non-Flying Shore Duty Commands</p> <p><b><u>Positions:</u></b> TYCOM NATOPS/ SAR Evaluator WTI FRS Instructor Instructor Duty</p> <p><b><u>Advanced Q:</u></b> ACTC LVL4/5, JTAC I/E, NSW JTAC-I/E, UXS I/E/Mission Commander, MISR</p> <p><b><u>Community PRODEV:</u></b> AIRR Recruiting Team Member AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy</p>



**AWS CAREER PATH**  
(Naval Aircrewman Recovery Specialist)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
17-21	AWSCS AWSC AWS1	18.6 Yrs 15.6 9.3	CWO OCS MECP CSEL NSWDG SRT	42	<p style="text-align: center;"><b><u>3<sup>rd</sup> Sea Tour</u></b></p> <p><b><u>Billet:</u></b> DLCPO/LCPO/LPO HSC (EXP/CVW), HM NSWDG/SRT/GROUP</p> <p><b><u>Advanced Q:</u></b> ACTC LVL4/5, JTAC-I/E, UXS I/E/Mission Commander, MISR</p> <p><b><u>Community PRODEV:</u></b> AIRR Recruiting Team Member AERR Selection Board Member Selection Board Recorder Community Conferences Training Exercise Lead Senior Enlisted Academy</p>
14-17	AWSCS AWSC AWS1	18.6 Yrs 15.6 9.3	CWO OCS MECP CSEL NSWDG SRT TRADET 8	36	<p style="text-align: center;"><b><u>2<sup>nd</sup> Shore Tour</u></b></p> <p><b><u>Billet:</u></b> DLCPO/LCPO/LPO Flying Shore Duty Commands Non-Flying Shore Duty Commands</p> <p><b><u>Positions:</u></b> TYCOM NATOPS / SAR Evaluator WTI Joint Service Training Program Instructor Duty</p> <p><b><u>Advanced Q:</u></b> ACTC LVL 4/5, MTS/ATS, JTAC I/E, NSW JTAC-I/E, UXS I/E/Mission Commander, MISR</p> <p><b><u>Community PRODEV:</u></b> AIRR Recruiting Team Member AERR Selection Board Member Selection Board Recorder Community Conferences Training Exercise Lead Senior Enlisted Academy</p>
10-14	AWSC AWS1 AWS2	15.6 Yrs 9.3 2.9	OCS MECP NSWDG SRT	42	<p style="text-align: center;"><b><u>2<sup>nd</sup> Sea Tour</u></b></p> <p><b><u>Billet:</u></b> LCPO/LPO/ALPO HSC (EXP/CVW), HM NSWDG/SRT/GROUP</p> <p><b><u>Basic Q:</u></b> ACTC LVL 3, JTAC, UXS Operator</p> <p><b><u>Advanced Q:</u></b> ACTC LVL 4/5, JTAC I/E, UXS I/E/Mission Commander, MISR</p> <p><b><u>Mission Specific Q:</u></b> AMCM, MPO, MIW</p> <p><b><u>Voluntary Cert:</u></b> EMT-B/A/Paramedic</p>



**AWS CAREER PATH**  
(Naval Aircrewman Recovery Specialist)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
7-10	AWS1 AWS2 AWS3	9.3 Yrs 2.9 1.3	STA-21 OCS MECP, NSWDG SRT	36	<p style="text-align: center;"><b>1<sup>st</sup> Shore Tour</b></p> <p><b>Billet:</b> LPO/ALPO/Supervisor HSC-2/3/ HM-12 NAWDC/WWS Schools Command Station SAR Screen for NSW</p> <p><b>Basic Q:</b> ACTC LVL 3, MTS, UXS Operator, ANI/ASI, TCCC 2</p> <p><b>Advanced Q:</b> NI, CRMI, SAR PO, ACTC LVL 4 / 5, TCCC 3, SAMI/ESAMI</p> <p><b>Mission Specific Q:</b> AMCM, MPO, MIW</p> <p><b>Voluntary Cert:</b> EMT-B/A/ Paramedic</p>
2-7	AWS2 AWS3	2.9 Yrs 1.3	STA-21 OCS MECP Naval Academy NROTC	54	<p style="text-align: center;"><b>1<sup>st</sup> Sea Tour</b></p> <p><b>Billet:</b> Aircrewman / ALPO</p> <p><b>Duty:</b> HSC (EXP/CVW), HM</p> <p><b>Basic Q:</b> ACTC LVL 2, NAWs, EAWs, TCCC 2</p> <p><b>Advance Q:</b> ACTC LVL 3, ESWS, ANI, CRMF, ASI</p> <p><b>Collateral:</b> Supervisor for OPS/TRNG/TACTICS/Aircrew</p> <p><b>Mission Specific Q:</b> AMCM, MPO, MIW</p> <p><b>Voluntary Cert:</b> EMT-B/A</p>
1-2+/-	AWS3 AWSAN AWSAA Accession Training,				Recruit Training, NACCS, RSS, CNATT, 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.
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.



**AWS CAREER PATH**  
(Naval Aircrewman Recovery Specialist)



5. Air Combat Training Continuum qualifications (ACTC/SWTP) **MUST** be listed in block 29 of evaluation (2024 and subsequent).
6. Some expeditionary commands have additional mission sets (AMCM, Firescout or both) 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, Mission Payload Operator (MQ-8C) LVL II and LVL III or both.
7. It is strongly encouraged the 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 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 12 months.
9. Career enhancing billets or tours and special qualifications include: NAWDC Instructor, FRS Instructor, Weapons School Instructor, Overseas Sea duty (FDNF), ECM/Detailer/Placement, Coordinator/Rating Specialist, NACCS, SAR 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). Completion of SEAWOLF WTI course and receipt of 777A NEC required.
12. HM Qualification Levels:
  - Level 1 FRS Graduate - Warfare Qualification
  - Level 2 Position Qualification - Utility Crewman - OPS/ NATOPS/Training PO
  - Level 3 PQS Qualifier- Tactics/OPS/NATOPS/Training PO, AMNS Instructor, AN-AQS 24B/C Instructor and AGI
  - Level 4 Instructor screen - SME for Mission Planning. FRS Instructor -- NEC awarded school required 805A (9502) - initial accession management. MAWTS-1 NITE Lab Instructor
  - Level 5 Instructor screen - SME for Mission Planning. FRS Instructor -- Instructor screen - NEC awarded school required 805A (9502) - initial accession management. AMCM WTI (SWTI equivalent), MAWTS course.
13. UAS 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.
  - EXW qualified, should be a detractor if not obtained later within 30 months, 12 months equal the NSW tour.



## AWS CAREER PATH (Naval Aircrewman Recovery Specialist)



14. Acronyms specific to the AWS rate include:

ACTC	Air Combat Training Continuum
AERR	Advancement Exam Readiness Review
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
ATS	Afloat Training Specialist
AVO	Air Vehicle Operator
BLS	Basic Life Support
CVW	Commander, Air Group
CAV	Command Assist Visit
CNATT	Center for Naval Aviation Technical Training
CNRC	Commander, Navy Recruiting Command
CPRI	Cardiopulmonary Resuscitation Instructor
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
JTAC	Joint Terminal Attack Controller
ILSMT	Integrated Logistics Support Management Team
IPT	Integrated Product Team



## AWS CAREER PATH

(Naval Aircrewman Recovery Specialist)



LFE	Large Force Exercise
MAWTS-1	Marine Aviation Weapons and Tactics Squadron One
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
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
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
WWS	Wing Weapons School

### Considerations for advancement from E6 to E7

#### 1. Sea Assignments

- Documentation showing 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
    - ACTC LVL 3 is the minimum qualification and considered “**Qualified**”
    - ACTC LVL 4 is an advanced qualification requiring a formal school, and available to the entire HSC community and is considered “**Fully Qualified**”



## AWS CAREER PATH (Naval Aircrewman Recovery Specialist)



- ACTC LVL 5 (WTI) is the most advanced qualification achievable in platform. Advanced schooling required. 777A NEC awarded after completion and is considered “**Best Qualified**” and should receive favorable consideration. \*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: AIRCREW/OPS/TRNG/TACTICS/SAFETY
  - HM: AIRCREW/OPS/TRNG/ TACTICS/SAFETY
- 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
- Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV) 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 Instructor, CRM-I/F, responsible for Squadron NATOPS program
  - SAR PO, responsible for Squadron SAR Standardization program
- At least two warfare pins are required to be considered for advancement
- 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

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

- The following conditions are not considered favorable for advancement for personnel who complete a Sea Duty Special Programs (NSWDG/SRT/NSW/EODXM) tour
  - Failure to attain NEC 854A or 838A
  - Failure to attain EXWS
  - Single NSW tours exceeding six years
  - Back-to-back assignments within NSW community
- The following qualifications are considered favorable for advancement for personnel who completed a Sea Duty Special Programs (NSWDG/SRT/NSW/EODXM) tour.
  - JTAC Instructor/Evaluator (NSWDG)
  - Unmanned Systems Mission Commander Designation (SRT’s)
- The following conditions are considered favorable for advancement:
  - 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 HSC aircrew tour is not considered negative

### 3. Shore Assignments

- Priority 1 shore duty
  - Flying Tour
    - NAWDC (SEAWOLF, Strike, and MISR), HSCWSL, HSCWSP, FRS (HSC-2, HSC-3, HM-12). 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 NAWDC/FRS/Weapons School tour due to their contribution to the community's warfighting effectiveness.



## AWS CAREER PATH (Naval Aircrewman Recovery Specialist)



- Non-Flying Tour
  - NASC (Aviation Rescue Swimmer School, NACCS), TRADET 8, PERS, BUPERS, Warrior Challenge Recruiting, AW “A”.
- Priority 2 shore duty
  - Flying Tour
    - Station SAR, HT, VX-1, HX-21, VTUAV
  - Non-Flying Tour
    - SRSS, ATG, 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:
  - HSC-2/3/HM-12: STUCON/OPS/TRNG/TACTICS/CURRICULUM/AIRCREW/SAFETY
  - NAWDC/MISR/WWS: STAN/TRNG//Program Manager/Curriculum, OPS, Tactics
  - Whidbey/Lemoore/Key West/Pax Station SAR: AIRCREW/OPS/TRNG/TACTICS
  - Non-Flying: NMT, School House, Curriculum, STUCON
- 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, 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 E7 and above and should be giving favorable consideration for advancement\*\*
- 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
- At least two warfare pins are required to be considered for advancement

### Considerations for advancement from E7 to E8

#### 1. Sea Assignments

- Documentation showing utilization of advanced in-rate qualifications and Rating / Community Impact
  - For Fleet HSC/HM Sea Duty assignments: 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.





## AWS CAREER PATH (Naval Aircrewman Recovery Specialist)



- ACTC LVL 4 is an advanced qualification requiring a formal school, and available to the entire HSC community and is considered “**Fully Qualified**”
  - ACTC LVL 5 (WTI) is the most advanced qualification achievable in platform. Advanced schooling required. 777A NEC awarded after completion and is considered “**Best Qualified**” and should receive favorable consideration.
- 
- Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LCPO:
    - HSC: OPS/TRNG/TACTICS/AIRCREW/SAFETY
    - HM: OPS/TRNG/ TACTICS/AIRCREW/SAFETY
  - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV) 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 Sailors retention rates and professional development, thereby enhancing their units combat readiness
  - 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.
    - SEA/SEL roles, noting time served and impact
    - Major command impact/leadership
    - Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, SARMM Symposium, NAWDC REBLUE, FRS Curriculum IPT, NAPP PAC, RRL. and Tactics Continuum)
    - Managing ACTC qualifications, DRRS-S requirements, and AWS manning levels
2. Sea Duty Special Programs (NSWDG/SRT/NSW/EODXM)
- For NSW assigned personnel:
    - The following conditions are not considered favorable for advancement for personnel who complete a Sea Duty Special Programs (NSWDG/SRT/NSW/EODXM) tour.
      - Failure to attain NEC 854A or 838A
      - Failure to attain EXWS
      - Single NSW tours exceeding six years
      - Back-to-back assignments within NSW community
    - The following qualifications are considered favorable for advancement for personnel who completed a Sea Duty Special Programs (NSWDG/SRT/NSW/EODXM) tour.
      - JTAC Instructor/Evaluator (NSWDG)
      - Unmanned Systems Mission Commander Designation (SRT’s)
    - The following conditions are considered favorable for advancement:
      - 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 HSC aircrew tour is not considered negative.
3. Shore Assignments
- Priority 1 shore duty
    - Flying Tour



## AWS CAREER PATH (Naval Aircrewman Recovery Specialist)



- NAWDC (SEAWOLF, Strike, and MISR), HSCWSL, HSCWSP, FRS (HSC-2, HSC-3, HM-12). 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 NAWDC/FRS/Weapons School tour due to their contribution to the community's warfighting effectiveness.
- Non-Flying Tour
  - NASC, Warrior Challenge Scout/Coordinator, NSW ATC, TRADET 8, PERS, BUPERS
- Priority 2 shore duty
  - Flying Tour
    - Station SAR, HT, VX-1, 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). 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:
  - HSC-2/3/HM-12: OPS/TRNG/TACTICS/AIRCREW/SAFETY/1<sup>st</sup> LT/STUCON
  - NAWDC/MISR/WWS: OPS/TRNG/Curriculum, STAN, Tactics
  - Station SAR: OPS/TRNG/TACTICS/AIRCREW
  - Non-Flying: NMT, School House, Curriculum, STUCON
- 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 qualifications 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
  - 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
  - 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
- 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.
  - SEA/SEL roles, noting time served and impact
  - Major command impact/leadership
  - Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, SARMM Symposium, NAWDC REBLUE, FRS Curriculum IPT, NAPP PAC, ILSMT, RRL. and Tactics Continuum)
  - Managing ACTC qualifications, DRRS-S requirements and AWS manning levels



## AWS CAREER PATH (Naval Aircrewman Recovery Specialist)



### Considerations for advancement from E8 to E9

#### 1. Sea Assignments

- Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact
- For Fleet HSC/HM Sea Duty assignments: 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
  - ACTC LVL 4 is an advanced qualification requiring a formal school, and available to the entire HSC community and is considered “**Fully Qualified**”
  - ACTC LVL 5 (WTI) is the most advanced qualification achievable in platform. Advanced schooling required. 777A NEC awarded after completion and is considered “**Best Qualified**” and should receive favorable consideration
- Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental LCPO while overseeing the following departments:
  - HSC/HM: AIRCREW/OPS/TRNG/TACTICS/SAFETY
- Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / NAVOSH / CAV). \*\*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 are leading within the Mess / Sailor 360 / CPOA involvement / AIRR Recruiting Team who have clearly demonstrated through their leadership a high level of esprit de corps reflecting directly to their Sailors retention rates and professional development, thereby enhancing their units combat readiness
- Retention is a top priority for the AWS community, leaders with high retention percentages across all zones should be documented in block 41 to allow for favorable consideration (2024 and subsequent).
- At least two warfare pins are required to be considered for advancement
- Documentation of major command and community impact and involvement should receive favorable consideration for advancement
  - SEA/SEL roles, noting time served and impact
  - Major command impact/leadership
  - Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, SARMM Symposium, NAWDC REBLUE, FRS Curriculum IPT, NAPP PAC, ILSMT, RRL. and Tactics Continuum)
  - Managing ACTC qualifications, DRRS-S requirements and AWS manning levels

#### 2. Sea Duty Special Programs (NSWDG/SRT/NSW/EODXM)

- For NSW assigned personnel:
  - The following conditions are not considered favorable for advancement for personnel who complete a Sea Duty Special Programs (NSWDG/SRT/NSW/EODXM) tour
    - Failure to attain NEC 854A or 838A
    - Failure to attain EXWS
    - Single NSW tours exceeding six years
    - Back-to-back assignments within NSW community
  - The following qualifications are considered favorable for advancement for personnel who completed a Sea Duty Special Programs (NSWDG/SRT/NSW/EODXM) tour
    - JTAC Instructor/Evaluator (NSWDG)
    - Unmanned Systems Mission Commander Designation (SRT’s)



## AWS CAREER PATH (Naval Aircrewman Recovery Specialist)



- The following conditions are considered favorable for advancement:
  - 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 HSC aircrew tour is not considered negative.

### 3. Shore Assignments

- Priority 1 shore duty
  - Flying Tour
    - NAWDC (SEAWOLF, Strike, and MISR), HSCWSL, HSCWSP, FRS (HSC-2, HSC-3, HM-12). 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 NAWDC/FRS/Weapons School tour due to their contribution to the community's warfighting effectiveness
      - NAWDC, HSCWSL, HSCWSP – 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, HM-12 – Priority is FRP/FRAC production. Arduous and high OPTEMPO
    - Non-Flying Tour
      - NASC, Warrior Challenge Scout/Coordinator, NSW ATC, TRADET 8, PERS, BUPERS
  - Priority 2 shore duty
    - Flying Tour
      - Station SAR, HT, VX-1, 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). 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 LCPO while overseeing the following departments:
  - HSC-2/3/HM-12: STUCON/AIRCREW/OPS/TRNG/TACTICS/SAFETY/1<sup>st</sup> LT
  - NAWDC/MISR/WWS: OPS/TRNG//Program Manager/Curriculum, STAN, Tactics
  - Station SAR: AIRCREW/OPS/TRNG/TACTICS/SAFETY
  - Non-Flying: NMT, School House, Curriculum, STUCON
- 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 Sailors retention rates and professional development, thereby enhancing their units combat readiness
- Documentation of major command and community impact and involvement should receive favorable consideration for advancement
  - SEA/SEL roles, noting time served and impact
  - Major command impact/leadership
  - Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, SARMM Symposium, NAWDC REBLUE, FRS Curriculum IPT, NAPP PAC, ILSMT, RRL. and Tactics Continuum)



AWS CAREER PATH  
(Naval Aircrewman Recovery Specialist)



- Managing ACTC qualifications, DRRS-S requirements and AWS manning levels
- At least two warfare pins are required to be considered for advancement