

## AZ CAREER PATH (AW)



| Aviation Maintenance Administrationmen (AZ). AZs perform a variety of clerical, administrative and managerial duties necessary to keep aircraft maintenance activities operating efficiently. The rating requires close communication with all other aviation maintenance ratings. |                     |                          |   |                 |  |
|--|---------------------|--------------------------|---|-----------------|--|
| YEARS OF SERVICE   | CAREER MILESTONES   | AVERAGE TIME TO ADVANCE  | COMMISSIONING OR OTHER SPECIAL PROGRAMS   | SEA/ SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT  |
| 26-30  | AZCM                | 23.2 Yrs                 | CMDCM / SEL, Rating Detailer  | 36/36           | Follow-on Shore/Sea Tour   |
| 23-26  | AZCM<br>AZCS        | 23.2 Yrs<br>18.7         | Senior Enlisted Academy/ CMDCM / CMDCS / SEL  | 36              | 4 <sup>th</sup> Sea Tour<br>Billet: SEL/ MMCPO/ QAS/ Maint Control/DEPT/DIV LCPO<br>Duty: Squadron/AIMD Afloat / CAG Staff   |
| 20-23  | AZCM<br>AZCS<br>AZC | 23.2 Yrs<br>18.7<br>13.5 | CWO, Senior Enlisted Academy, ECM, Rating Detailer/Rating Specialist, Equal Opportunity Advisor, Drug and Alcohol Counselor, Brig Duty              | 36              | 3 <sup>rd</sup> Shore Tour<br>Billet: SEL/ MMCPO/ QAS/ Maint Control/ DEPT LCPO<br>Duty: FRS Squadron/ FRC/ NATTC/ GGR / Navy Safety Command/ Various Staff<br>Qualification: Maint & Prod Master Chief (NEC 724B)   |
| 16-20  | AZCS<br>AZC<br>AZ1  | 18.7 Yrs<br>13.5<br>8.3  | LDO, CWO, OCS, MECP, CSEL, RDC, ECM, Rating Detailer/Rating Specialist, Recruiter, Equal Opportunity Advisor, Drug and Alcohol Counselor, Brig Duty | 42              | 3 <sup>rd</sup> Sea Tour<br>Billet: DIV LCPO/ QAS/ Maint Control CPO/ Wing Maint Staff/ CNAL/CNAF Training Team /LCPO/ Safety Technician<br>Duty: Squadron/ AIMD Afloat/ CAG Staff   |
| 13-16  | AZCS<br>AZC<br>AZ1  | 18.7Yrs<br>13.5<br>8.5   |   | 36              | 2 <sup>nd</sup> Shore Tour<br>Billet: Instructor/DIV CPO/ Maint & Prod Control/Safety Technician<br>Duty: Squadron/FRC/CNATTU/ WING Staff/ GGR / Various Staff<br>Qualification: Maint & Prod Chief School (NEC 770B)/MTS  |
| 9-13   | AZC<br>AZ1<br>AZ2   | 13.5 Yrs<br>8.5<br>3.4   |   | 48              | 2 <sup>nd</sup> Sea Tour<br>Billet: Maint & Prod Control/ Logs and Records LPO/NALCOMIS DBA/ CTPL/Maint Admin LPO/ Safety Technician<br>Duty: Squadron/ AIMD Afloat<br>Qualification: Maint & Prod Chief/ Phase Coord/ SFF/ Warfare Pin  |
| 6-9  | AZ1<br>AZ2<br>AZ3   | 8.5 Yrs<br>3.4<br>1.6    | STA-21, OCS, MECP, LDO, RDC, Recruiter, Drug and Alcohol Intern, USS CONSTITUTION, Brig Duty  | 36              | 1 <sup>st</sup> Shore Tour<br>Billet: Instructor/ Maint & Prod Control/ NALCOMIS DBA/L&R/ CTPL/ Maint Admin LPO/SUP/ Safety Technician<br>Duty: FRS Squadron/ FRC/ WING Staff/<br>Qualification: Instructor (NEC 805A)/ MTS / DBA "C" School (NEC FO2A/F01A) FAME "C" School (NECF01A)/ QPA/ QPJ/Warfare Pin |



## AZ CAREER PATH (AW)



| YEARS OF SERVICE | CAREER MILESTONES                          | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS       | SEA/ SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT   |
|------------------|--|-------------------------|---|-----------------|---|
| 1-6              | AZ2<br>AZ3<br>AZAN                         | 3.4 Yrs<br>1.6<br>1.4   | STA-21, OCS, MECP,<br>Naval Academy,<br>NROTC | 55              | 1 <sup>st</sup> Sea Tour<br>Billet: Maint & Prod Control/ L&R /<br>CTPL/ Maint Admin Clerk/ Safety<br>Technician<br>Duty: Squadron/ AIMD Afloat/FRC<br>Qualification: Warfare Pin/ FAME "C"<br>School (NEC F01A)/ QPJ/QPA |
| 1+/-             | AZAN<br>AZAA<br>AZAR<br>Accession Training | 1.4 Yrs<br>.9           | STA-21, OCS, MECP,<br>Naval Academy,<br>NROTC |                 | Recruit Training<br>AZ "A" School.  |

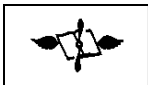
Notes:

1. "A" school is not required.
2. Career enhancing billets or tours include: RDC, Enlisted Detailer, Placement and Instructor Duty (NATTC, CNATT).
3. BLOCK 29: LCPO/LPO is the legacy leadership positions for evaluations to determine "BEST QUALIFIED" and is considered MILESTONE COMPLETED.
  - Assistant LPO's (ASST LPO) / Division CPO's (DIV CPO) positions are considered a developmental leadership opportunity in order to prepare our future enlisted leaders for one of LCPO/LPO Milestone Positions.
4. NECs held:

702A: Unmanned Aerial Vehicle (UAV) Payload Operator  
 726B: DCMA Government Ground Representative (GGR)  
 724B: Aviation Maintenance Material Control Master Chief  
 770B: Aviation Maintenance/Production Chief  
 F00A: Autonomic Logistics Information System (ALIS) Database Administrator/Analyst  
 F01A: F-18 Automated Maintenance Environment Operator  
 F02A: Optimized NALCOMIS System Administrator/Analyst OMA  
 F03A: Optimized NALCOMIS Database Administrator/Analyst IMA  
 805A: Instructor  
 8SEA: Graduate of the U.S. Navy Senior Enlisted Academy(SEA)

5. List of common acronyms applicable to this career path:

|       |  |
|-------|--|
| ACFL  | Assistance Command Fitness Leader            |
| AIMD  | Aircraft Intermediate Maintenance Department |
| ATTWO | Anti-Terroism Watch Officer                  |
| AZ    | Aviation Maintenance Administrationmen       |
| CMDCM | Command Master Chief                         |
| CNATT | Center for Naval Aviation Technical Training |
| COR   | Contractor Officer Representative            |
| CSEL  | Command Senior Enlisted Leader               |
| CTPL  | Central Technical Publications Library       |
| DBA   | Data Base Administrator                      |
| DCTT  | Damage Control Training Team                 |



## AZ CAREER PATH (AW)



|          |   |
|----------|---|
| ECM      | Enlisted Community Manager                                      |
| FAME     | F-18 Automated Maintenance Environment Operator                 |
| FRS      | Fleet Replacement Squadron                                      |
| GFR      | Government Flight Representative                                |
| GgFR     | Government Ground Flight Representative                         |
| IMA      | Intermediate Maintenance Activity                               |
| JOOD     | Junior Officer of the Deck                                      |
| LCPO     | Leading Chief Petty Officer                                     |
| MECP     | Medical Enlisted Commissioning Program                          |
| NALCOMIS | Naval Aviation Logistics Command Management Information Systems |
| NPC      | Navy Personnel Command  |
| NROTC    | Navy Reserve Officer Training Corps                             |
| OMA      | Organizational Maintenance Activity                             |
| OOD      | Officer of the Deck   |
| QAS      | Quality Assurance Supervisor                                    |
| QPA      | Qualified Proficient Apprentice                                 |
| QPJ      | Qualified Proficient Journeyman                                 |
| RDC      | Recruit Division Commander                                      |
| SEL      | Senior Enlisted Leader  |
| SFF      | Safe For Flight   |
| STA-21   | Seaman To Admiral   |
| TYCOM    | Type Commander  |

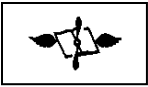
### **Considerations for advancement from E6 to E7**

#### **1. Safe-For-Flight (SFF) Qualification (O-Level) / Production Control (I-Level)**

- SFF qualification is not required for advancement to E-7 but is an advanced qualification for a E-6. E-6's holding the SFF qualification WITH documentation of experience utilizing the qualification should be given high consideration for advancement.
- Production Control Supervisor qualification is not required for advancement to E-7 but is an advanced qualification for a E-6. E-6's holding the PC SUP qualification WITH documentation of experience utilizing the qualification should be given high consideration for advancement.

#### **2. Sea Assignments (all)**

- Should have served as LPO or Assistant LPO
- Should be qualified Production Control (if assigned to ship)
- At least one warfare pin
- DCTT team or other Training Team member. Repair locker leader or other Damage Control organization involvement (if assigned to ship)
- JOOD qualified (if assigned to ship)
- Pri or Asst Command Collateral (ie: ACFL, UPC, DAPA etc.)
- Education and Professional Development
- Professional Experience in multiple areas within rating specialties, i.e. Technical Directives Coordinator, Logs & Records Supervisor, etc.
- Demonstrated Superior Performance with favorable inspection results from MPA, AMI, etc.
- Sailorization
- Strong recommendations for promotion to CPO
- Sustained Superior Performance
- Strong Breakout among peers in large or small groups
- FCPOA Involvement
- Sailor 360 Involvement



## AZ CAREER PATH (AW)



### 3. Shore Assignments (all)

- Should have served as LPO or Assistant LPO
- Personnel assigned to TYCOM staff, WING staff, NPC, AZ “A” or “C” school instructors with 805A NEC are carefully screened and selected to that assignment (should achieve MTS). Sailors selected to serve one of these staffs are considered to be at the top of operational expertise and are highly valued by the AZ community.
- Personnel Assigned to RTC as a Recruit Division Commander are carefully screened and selected for this high priority assignment
- Personnel assigned to a FRS OCONUS or CONUS should be viewed as a challenging assignment that is highly valued by the AZ community
- Aviation Program Team (APT)
  - APT provides oversight of contract requirements in support of the GFR, GGFR, and COR in areas to include maintenance management, safety, QA, and property control
  - GGR’s are responsible for surveillance and oversight of contractor aircraft ground operations as part of an Aviation Program Team. Designation as a GGR is considered an advanced qualification for E-6’s and may only be granted to top-performing E-6’s in a program team.
- FCPOA involvement
- Sailor 360 Involvement
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment

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

#### 1. Safe-For-Flight (SFF) Qualification / Production Control Supervisor

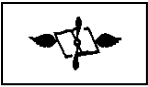
- SFF qualification is not required for advancement to E-8 but an E-7 holding the SFF qualification WITH documentation of experience utilizing the qualification should be given high consideration for advancement
- Production Control Supervisor qualification is not required for advancement to E-8 but is an advanced qualification for a E-7. E-7’s holding the PC SUP qualification WITH documentation of experience utilizing the qualification should be given high consideration for advancement.

#### 2. Sea Assignments (all)

- Should be qualified OOD(I/P), Section Leader, and other outside the normal scope (ie: ATTWO, OOD(U/W) (if assigned to ship)
- At least one warfare pin
- Should be qualified Safe for Flight, Production Control, JOOD, QAS w/ 770B NEC
- DCTT team or other Training Team member. Repair locker leader (if assigned to ship)
- Command Collateral with documented impact
- Should have served as LCPO
- Strong recommendations for promotion to SCPO
- Sustained Superior Performance
- Strong Breakout among peers in large or small groups
- CPOA involvement
- Sailor 360 involvement and leading a committee (alternate or selectee sponsor)
- CPO Initiation involvement

#### 3. Shore Assignments (all)

- Serving as the AZ Rating Advisor. This position is viewed as Navy Wide impact to the AZ community and is carefully screened for this high priority assignment. This is a 1 of 1 assignment and highly valued by the AZ community.
- Personnel assigned to TYCOM staff, WING staff, NPC, AZ “A” or “C” school instructors with 805A NEC are carefully screened and selected to that assignment (should achieve MTS). Sailors selected to serve one of these staffs are considered to be at the top of operational expertise and are highly valued by the AZ community.



## AZ CAREER PATH (AW)



- Personnel assigned to a FRS OCONUS or CONUS should be viewed as a challenging assignment that is highly valued by the AZ community
- Aviation Program Team (APT)
  - APT provides oversight of contract requirements in support of the GFR, GGFR, and COR in areas to include maintenance management, safety, QA, and property control
- CPOA involvement
- Sailor 360 involvement and leading a committee (alternate or selectee sponsor)
- Should have served as Committee Leadership in CPO Initiation
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment

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

#### 1. Safe-For-Flight (SFF) Qualification / Production Control Supervisor

- SFF qualification is not required for advancement to E-9 but an E-8 holding the SFF qualification WITH documentation of experience utilizing the qualification should be given high consideration for advancement
- Production Control Supervisor qualification is not required for advancement to E-8 but is an advanced qualification for a E-7. E-7's holding the PC SUP qualification WITH documentation of experience utilizing the qualification should be given high consideration for advancement.

#### 2. Sea Assignments (all)

- Should be qualified OOD(I/P), Section Leader, and other outside the normal scope (ie: ATTWO, OOD(U/W) (if assigned to ship)
- Should be qualified Safe for Flight, Production Control, JOOD, QAS w/724B NEC
- At least one warfare pin
- DCTT team or other Training Team member. Repair locker leader (if assigned to ship)
- Command Collateral with documented impact
- Should have served as Maintenance Control, Production Control LCPO, QAS, or Division LCPO
- Strong recommendations for promotion to MCPO
- Sustained Superior Performance
- Strong Breakout among peers in large or small groups
- Performing SEL duties
- CPOA involvement
- Sailor 360 involvement and leading a committee (alternate or selectee sponsor)
- CPO Initiation involvement

#### 3. Shore Assignments (all)

- Serving as the AZ Rating Advisor. This position is viewed as Navy Wide impact to the AZ community and is carefully screened for this high priority assignment. This is a 1 of 1 assignment and should be viewed as the pinnacle tour for any AZCS.
- Personnel assigned to TYCOM staff, WING staff, NPC, AZ "A" or "C" school instructors with 805A NEC are carefully screened and selected to that assignment (should achieve MTS). Sailors selected to serve one of these staffs are considered to be at the top of operational expertise and are highly valued by the AZ community.
- Personnel assigned to a FRS OCONUS or CONUS should be viewed as a challenging assignment that is highly valued by the AZ community
- Leadership in CPOA
- Sailor 360 involvement and leading a committee (alternate or selectee sponsor)
- Should have served as Committee Leadership in CPO Initiation
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment