



AC CAREER PATH  
SELECTED RESERVE (SELRES)



Air Traffic Controllers (AC) are responsible for the safe, orderly, and expeditious flow of aircraft. They perform their duties in control towers, radar facilities, and air operations facilities ashore and afloat. Deployable on amphibious assault ships (LHD/LHA), tactical air control squadrons (TACRON), Naval Amphibious Liaison Elements (NALE) and as Army/Marine Corps augmentee (IA).

| YEARS OF SERVICE | CAREER MILESTONES                  | AVERAGE TIME TO PROMOTE  | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT   |
|------------------|------------------------------------|--------------------------|---|----------------|---|
| 28-30            | ACCM                               | 16.0 Yrs                 | CSEL/CMDCM                              | N/A            | Billet: CTG-1/NALE HQ<br>Duty: CSEL   |
| 24-27            | ACCM<br>ACCS                       | 16.0 Yrs<br>17.0         | CSEL, CMDCS                             | N/A            | Billet: USFF/NALE/TACRON  |
| 21-24            | ACCM<br>ACCS<br>ACC                | 16.0 Yrs<br>17.0<br>14.9 | CSEL                                    | N/A            | Billet: USFF/NALE/TACRON  |
| 18-21            | ACCS<br>ACC<br>AC1                 | 17.0 Yrs<br>14.9<br>9.9  | CSEL                                    | N/A            | Billet: USFF/NALE/TACRON  |
| 13-18            | ACCS<br>ACC<br>AC1                 | 17.0 Yrs<br>14.9<br>9.9  | CSEL                                    | N/A            | Billet: USFF/NALE/TACRON  |
| 8-13             | ACC<br>AC1<br>AC2                  | 14.9 Yrs<br>9.9<br>4.9   | CSEL/LPO                                | N/A            | Billet: USFF/NALE/TACRON  |
| 5-8              | AC1<br>AC2                         | 9.9 Yrs<br>4.9           | LPO                                     | N/A            | Billet: NAS/FACSFAC/TACRON.<br>Duty: Radar Supervisor/Tower Supervisor.<br>Qualification: NEC F09A/F13A/F14A/F15A.        |
| 1-5              | AC2<br>AC3                         | 4.9 Yrs<br>30 Months     | Naval Academy                           | N/A            | Billet: NAS/FACSFAC.<br>Duty: NAS: FP/FD/GC/CD/FC/LC or AR<br>FACSFAC: FC/SC/CD/RC.<br>Qualification: NEC F13A/F14A/F15A. |
| 1+-              | ACAN<br>ACAA<br>Accession Training | 1.2 Yrs<br>.9            |   | N/A            | Recruit Training and A School.<br>*A School required rating; must pass the Airman's Written Test (AWT) to graduate.       |

**Notes:**

1. "A" school is required.
2. This is not a compression rating.
3. Career Path not defined by Sea/Shore Flow; Shore Intensive Community (\*). N/A for SELRES. Most AC billets in the reserves are assigned to TACRONs or NALEs. Due to RFAS substitutions, some AC Sailors may be assigned to billets outside the community (ECRC/NCHB/MSC). This should not be held against the Sailor, and their record for this period should reflect their leadership of out-of-rate Sailors in a dynamic out-of-rate environment.



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4. New NECs were established in August 2011 and released to AC community January 2012. Awarded upon attaining actual qualification/rating in the Fleet vice previous NECs (F04A/F05A/F06A/F07A) that were awarded upon completion of applicable “C” school.

F06A – Amphibious Air Traffic Control Center Controller  
F07A – Air Traffic Control Manager  
F09A – Facility Rated Terminal Radar Approach (TRACON) Controller 1  
F10A – Facility Rated Carrier Air Traffic Control Center (CATCC) Controller 1  
F11A – Facility Rated Amphibious Air Traffic Control Center (AATCC) Controller  
F12A – Facility Rated Tactical Air Control Center (TACC) Controller  
F13A – Facility Rated Fleet Area Control and Surveillance Facility (FACSFAC) Controller  
F14A – Facility Rated RADAR Air Traffic Control Facility (RATCF) Controller 1  
F15A – Control Tower Operator  
8SEA – Senior Enlisted Academy  
8CMC – Command Master Chief  
805A – Instructor

### **NEC Notes:**

(1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.

(2) Special considerations should be given to Sailors with the following NECs as they are directly applicable to AC billets in the reserve force. While these are not required, they directly and positively impact the reserve units and their ability to provide strategic depth to the active component.

F12A – Facility Rated Tactical Air Control Center (TACC) Controller  
F11A – Facility Rated Amphibious Air Traffic Control Center (AATCC) Controller  
F15A – Control Tower Operator

5. Additional consideration should be given to candidates who complete the below schools. While many of these are not NEC awarding schools, the knowledge and experience gained through these schools provides the active component Sailors trained above the baseline.

### **E6 and below**

AWI – Amphibious Warfare Indoctrination  
AAOCC – Amphibious Airspace Operations Coordination Course  
JHOC – Joint Humanitarian Operations Course  
JFAC – Joint Force Air Component Augmentation Staff Course  
Air Traffic Control Academy Foundations Course (F07A)  
TBMCS – Theater Battle Management Core Systems  
HART-D – Humanitarian Aid Response Team Disasters (Army course)

### **E7 to E9**

NRUM – Navy Reserve Unit Management  
RSEM – Reserve Senior Enlisted Management  
SEA – Senior Enlisted Academy  
AWSP – Amphibious Warfare Staff Planning

6. AT/ADT/ADOS/MOB should be in support of major exercise support, underway operations/deployments, expeditionary response team (ERT) support or IAs to Isa AB or CLDJ. Special consideration should be given to those Sailors that perform in-rate support beyond the minimum reserve requirement.



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7. When able, SELRES Sailors should try to earn ESWS and EAWS. Sailors assigned to a command with a warfare program that fail to obtain a warfare will be viewed as having Missed a Training Opportunity and needs to be documented as such.

8. Table of expected **minimum** qualifications via primary assignments:

| Command Type  | Paygrade | Qualification   |
|---------------|----------|---|
| NALE/USFF/C#F | E6       | Airspace IQT designation with documented usage and impact   |
| NALE/USFF/C#F | E7       | Assistant Battle Watch Captain with documented usage/impact |
| NALE/USFF/C#F | E8       | Battle Watch Captain with documented usage/impact           |
| TACRON/GRU    | All      | SBFF/CPR First Aid  |

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

**Fully Qualified** candidates for selection **MUST** meet the following for consideration to be advance to Chief Petty Officer.

- Completed Advanced Leadership Development Couse (ALDC)
- Have documented PQS/JQR qualification(s) or designations with documented usage and impact appropriate to each paygrade (as outlined in note 9 above), within NALE or TACRON as assigned. This must be documented within block 44 or within electronic service record NAVPERS 1070/881 (documented max qualified in blk 44 and/or qualifications normally held by next higher paygrade viewed favorably). In the event of minimum qualifications not met within command, a note **MUST** be added to block 44. Additionally, if a Sailor is in a non-traditional billet not listed in note 9, the reporting senior must call out this status in block 43 or 44 so as to not have an adverse impact on advancement opportunity.
- Served successfully as Leading Petty Officer (LPO) or other significant leadership role with documented impact of subordinate and peer development, advancement, retention, and warfighting readiness.

Highly competitive candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

- Completion of a rate-specific mobilization or other long-term (greater than 14 days) orders in support of NALE/TACRON/OLW operations.
- Should have at least one NEC from active-duty service.
- Warfare: EAWS/ESWS or other warfare (based on opportunity/assignment/mobilization)
- Advanced Qualifications: Watch stations above paygrade in NALE/USFF/C#F. Underway qualifications in TACC/AATCC (to include 3M/DC). Expeditionary Response Team Qualifications (100/200/300/400/WTI)
- Has documented peer mentorship and/or leadership with strong involvement and impact (e.g., First Class Petty Officer Association (FCPOA) with metrics showing impact). Special consideration should be given to those in leadership positions.
- Demonstrated Sailorazation documented with strong involvement and impact (e.g., SAILOR360 with metrics showing impact. Special consideration should be given to those in leadership positions.
- Command collateral duties with documented impact (e.g., Command Fitness Leader (CFL), Unit Command Career Counselor (UCCC), etc.)
- Demonstrated institutional expertise through completion of PPME – Primary Professional Military Education (Navy eLearning).

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

Reference the standards from the most recent SCPO/MCPO selection board precept and convening orders.

**Fully Qualified** candidates for selection **MUST** meet the following for consideration to be advance to Senior Chief Petty Officer.

- Completed Chief Petty Officer Leader Development Course (CPO-LDC)
- Documented two years or more in the role/billet of LCPO with strong leadership and documented impact



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Highly competitive/most fully qualified candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones including the considerations for Chief Petty Officer:

- Qualified Mob-to-Billet: Has documented PQS/JQR qualification(s) or designations with documented usage and impact appropriate to each paygrade (as outlined in note 9 above), within NALE or TACRON as assigned. This must be documented within block 41 (prior to FY25) or block 29 (FY26 and after) or within electronic service record NAVPERS 1070/881 (documented max qualified and/or qualifications normally held by next higher paygrade viewed favorably). In the event of minimum qualifications not met within command, a note **MUST** be added to block 41 (prior to FY25) or block 29 (FY26 and after). Additionally, if a Sailor is in a non-traditional billet not listed in note 9, the reporting senior must call out this status in block 41 (prior to FY25) or block 29 (FY26 and after) so as to not have an adverse impact on advancement opportunity.
- Leadership position (LCPO/SEL) within pillar with heavy Sailor involvement and documented impact of subordinate and peer development, advancement, retention and recognition (SOQ/SOY/MAP).
- Warfare: EAWS/ESWS or other warfare (based on opportunity/assignment/mobilization)
- Advanced Qualifications: Watch stations above paygrade in NALE/USFF/C#F. Underway qualifications in TACC/AATCC (to include 3M/DC). Expeditionary Response Team Qualifications (100/200/300/400/WTI)
- Completion of Navy Reserve Unit Management (NRUM) and Reserve Senior Enlisted Manager's course (RSEM) is strongly encouraged.
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in committee leadership or primary sponsor positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Completion of a rate-specific mobilization or other long-term (greater than 14 days) orders in support of NALE/TACRON/OLW operations.
- Demonstrated institutional expertise through completion of SEJPME – Senior Enlisted Joint Professional Military Education (Joint Knowledge Online)

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

Reference the standards from the most recent SCPO/MCPO selection board precept and convening orders.

**Fully Qualified** candidates for selection **MUST** meet the following for consideration to be advance to Master Chief Petty Officer.

- Senior Enlisted Academy (SEA) graduate
- Documented two years or more in the role/billet of SEL with strong leadership and documented impact
- CPO Initiation – Served as a committee chair AND as a primary sponsor at any point in khakis

Highly competitive/most fully qualified candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones including the considerations for Senior Chief Petty Officer:

- Leadership position (SEL) within pillar with heavy Sailor involvement and documented impact of subordinate and peer development, advancement, retention and Sailor recognition (SOQ/SOY/MAP).
- Completion of a rate-specific mobilization or other long-term (greater than 14 days) orders in support of NALE/TACRON/OLW operations.
- Demonstrated institutional expertise through completion of SEJPME – Senior Enlisted Joint Professional Military Education (Joint Knowledge Online)
- Command Collateral duties with documented impact.
- Engaged in Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions AND have involvement with other messes within assigned pillar or Navy Reserve Center.



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- Mentor SAILOR 360 leaders with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Support CPO Initiation with strong involvement and documented impact.
- Command Senior Enlisted Leader (CSEL). Special consideration should be given to those who have completed NEC(s): 863A, 8CSC, 8CMC.

### ACRONYMS COMMON TO THE AC RATE INCLUDE:

|          |  |
|----------|--|
| AATCC:   | Amphibious Air Traffic Control Center        |
| ATC:     | Air Traffic Control                          |
| AR:      | Arrival Controller                           |
| CD:      | Clearance Delivery                           |
| CMDCS:   | Command Senior Chief                         |
| CMDCM:   | Command Master Chief                         |
| CNSL:    | Commander Naval Surface Forces, Atlantic     |
| CNSP:    | Commander Naval Surface Forces, Pacific      |
| CPO:     | Chief Petty Officer                          |
| CSEL:    | Command Senior Enlisted Leader               |
| CTO:     | Control Tower Operator Certificate           |
| DM:      | Disaster Management                          |
| DSCA:    | Defense Security Cooperation Agency          |
| EATC:    | Expeditionary Air Traffic Control            |
| ERT:     | Expeditionary Response Team                  |
| FAA:     | Federal Aviation Administration              |
| FARP:    | Forward Arming and Refueling Point           |
| FC:      | Final Controller                             |
| FASSFAC: | Fleet Area Control and Surveillance Facility |
| GC:      | Ground Controller                            |
| HA/DR:   | Humanitarian Aid/Disaster Response           |
| HG:      | Headquarters                                 |
| ICAO:    | International Civil Aviation Organization    |
| JQR:     | Job Qualification Requirements               |
| LC:      | Local Controller                             |
| LCPO:    | Leading Chief Petty Officer                  |
| LPO:     | Leading Petty Officer                        |
| MAP:     | Meritiorous Advancement Program              |
| MARLO:   | Marine Liaison Officer                       |
| MCPO:    | Master Chief Petty Officer                   |
| NALE:    | Naval Amphibious Liaison Element             |
| NAS:     | National Airspace System                     |
| NEC:     | Navy Enlisted Code (Classification)          |
| PQS:     | Personnel Qualification Sheet                |
| SEL:     | Senior Enlisted Leader                       |
| SOQ:     | Sailor of the Quarter                        |
| SOY:     | Sailor of the Year                           |
| SURFOR:  | Surface Forces                               |
| TACC:    | Tactical Air Control Center                  |
| TACGRU:  | Tactical Air Control Group                   |
| TACRON:  | Tactical Air Control Squadron                |
| TWR:     | Tower  |
| WTI:     | Weapons and Tactics Instructor               |

### Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](#)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](#)