



## AD CAREER PATH SELECTED RESERVE (SELRES)



Aviation Machinist's Mates (AD) maintain, inspect, troubleshoot, preserve, and de-preserve aircraft engines and their related systems, including fuel, lubrication, compression, combustion, exhaust, accessory gearbox, aircraft mounted accessory drive, propeller, anti-ice, bleed air systems, etc.; conduct special and conditional inspections and oil analysis; perform functional checks and required adjustments on engines and related systems; and supervise and provide training to power plant work centers.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AFCM	23.1 Yrs	CSEL, CMD	N/A	Billet: MMCPO
23-26	AFCM ADCS	23.1 Yrs 19.2	CSEL	N/A	Billet : MMCPO, Production/ Maintenance LCPO, Dept LCPO. Duty: Squadron, FRC, Staff. Qualification: LCPO, MTS, SEA, SFF, SFM, FSQAR, QAR.
20-23	AFCM ADCS ADC	23.1 Yrs 19.2 15.6	CSEL	N/A	Billet: Staff LCPO, Production/Maintenance LCPO, LCPO, CSEL. Duty: TYCOM, FRC, NRC, Squadron Qualification: LCPO, MTS, SEA, SFF, SFM, FSQAR, QAR.
16-20	ADCS ADC AD1	19.2 Yrs 15.6 11.7	CWO, CSEL	N/A	Billet: Maintenance LCPO, Dept LCPO, QA. Duty: Squadron, Wing Staff. Qualification: LCPO, MTS, SEA, SFF, SFM, FSQAR, QAR.
12-16	ADCS ADC AD1	19.2 Yrs 15.6 11.7	OCS, LDO, CWO	N/A	Billet: Instructor, Staff, Div, Production/Maintenance CPO, Command Chief. Duty: Fleet Replenishment Squadron, FRC, NRC, NAS Qualification: LCPO, MTS, SEA, SFF, SFM, FSQAR, QAR.
8-12	ADC AD1 AD2	15.6 Yrs 11.7 5.5	STA-21, OCS, LDO	N/A	Billet: Maintenance Tech, WC Sup, QA, LPO. Duty: Squadron, NRC, NAS Qualification: EAWS, LPO, CDI, FSQAR, QAR, SFF
4-8	AD1 AD2	11.7 Yrs 5.5	STA-21, OCS, Naval Academy	N/A	Billet: Maintenance Tech, WC Sup, Instructor, QA. Duty: NAS, FRC, NRC. Qualification: EAWS, MTS, CDI, FSQAR, QAR, Engine Turn Qual
1-4	AD2 AD3	5.5 Yrs 30 Months	STA-21, OCS, Naval Academy	N/A	Billet: Maintenance Tech, Plane Captain, CDI Duty: Squadron, FRC. Qualification: EAWS. Engine Turn Qual
1+/-	ADAN ADAA Accession Training	9 Months		N/A	Recruit Training (8 weeks), 'A' School (9 weeks), 'C' School or FRS for aircraft platform billet.



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**Notes:**

1. "A" school is not required.
2. This is a compression rating - AM/AD ratings compress to AF rating at Master Chief.
3. SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
4. NECs held by ADs:

E00A:	CMV-22 Systems Organizational Maintenance Technician
E04A:	MH-53E Systems Organizational Maintenance Technician
E05A/E28A:	C2/E2 Systems Organizational Career Maintenance Technician
E06A/E29A:	E-2C Group II Systems Organizational Initial Maintenance Technician
E08A:	MQ-4C Unmanned Aircraft System (UAS) Organizational Maintenance Technician <sup>1</sup>
E10A:	C-40A Systems Organizational Maintenance Technician
E14A:	C-130 Systems Organizational Maintenance Technician
E15A/E34A:	P-3 Systems Organizational Career Maintenance Technician
E16A/E35A:	E-2D Aircraft Systems Organizational Career Maintenance Technician <sup>1</sup>
E17A/E36A:	P-8A Aircraft Systems Organizational Career Maintenance Technician
E19A/E38A:	F/A-18E/F Systems Organizational Career Maintenance Technician
E20A/E39A:	F/A-18 A/B/C/D Systems Organizational Maintenance Technician
E22A:	MQ-8B Organizational Maintenance Technician <sup>1</sup>
E23A/E41A:	H-60 Systems Organizational Career Maintenance Technician
E45A:	C-130 Systems Organizational Maintenance Technician Journeyman/Collateral Duty Inspector
E46A:	C-130 Systems Organizational Maintenance Quality Assurance Representative (QAR)
E47A:	C-130 Systems Organizational Maintenance Safe for Flight Certifier
E48A:	C-40 Systems Organizational Maintenance Technician Journeyman/Collateral Duty Inspector
E49A:	C-40 Systems Organizational Maintenance Quality Assurance Representative
E50A:	C-40 Systems Organizational Maintenance Safe for Flight Certifier
G30A:	MQ-8B/C Mission Payload Operator (MPO) <sup>1</sup>
G31A:	MQ-8B/C Air Vehicle Operator (AVO) <sup>1</sup>
I01A:	T-56 Turboprop Engine and 54H60 Series Propeller First Degree/IMA Mechanic <sup>1</sup>
I02A:	F-404 Turbofan Jet Engine First Degree/IMA Mechanic <sup>1</sup>
I03A:	Test Cell Operator/Maintainer <sup>1</sup>
I04A:	T-56-425/427 Turboprop Engine IMA Mechanic <sup>1</sup>
05A:	T-64 Turboshift Jet Engine First Degree/IMA Mechanic <sup>1</sup>
I06A:	F414-GE-400 Turbofan Jet Engine Third Degree/IMA Mechanic <sup>1</sup>
I07A:	T-700 Turboshift Jet Engine First Degree/IMA Mechanic
I08A:	Helicopter Rotors/Related Components IMA Mechanic <sup>1</sup>
700A:	Unmanned Aerial Vehicle (UAV) External Pilot <sup>1</sup>
701A:	Unmanned Aerial Vehicle (UAV) Internal Pilot <sup>1</sup>
702A:	Unmanned Aerial Vehicle (UAV) Payload Operator <sup>1</sup>
724B:	Aviation Maintenance Material Control Master Chief
768B:	Airborne Mine Countermeasure Systems Career Maintenance (AMCM) Tech. (Level I and O)
770B:	Aviation Maintenance/Production Chief
780A:	F-35C Aircraft Systems Organizational Maintenance Technician
803A:	Unmanned Aerial Vehicle (UAV) Systems Organizational Maintenance Technician <sup>1</sup>
805A:	Master Training Specialist <sup>1</sup>
825A:	Safety Technician <sup>1</sup>
830A:	Hazardous Material Control Management Technician <sup>1</sup>
833A:	Disaster Preparedness Operations and Training Specialists <sup>1</sup>

**NEC Notes:**

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



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### 5. ACRONYMS SPECIFIC TO THE AD RATE INCLUDE:

CDI:	Collateral Duty Inspector
CDQAR:	Collateral Duty Quality Assurance Representative
CSEL:	Command Senior Enlisted Leader
EAWS:	Enlisted Aviation Warfare Specialist
FRC:	Fleet Readiness Center
FSQAR:	Full System Quality Assurance Representative
HM:	Helicopter Mine Countermeasures Squadron (MH-53E platform)
HSC:	Helicopter Sea Combat Squadron (MH-60S platform)
HSM:	Helicopter Maritime Strike Squadron
LCPO:	Leading Chief Petty Officer
LPO:	Leading Petty Officer
MMCPO:	Maintenance Master Chief Petty Officer
MSCPO:	Maintenance Senior Chief
MTS:	Master Training Specialist
NAS:	Naval Air Station
NASC:	Naval Aviation Schools Command – Pensacola
NRC:	Navy Reserve Center
NRPDC:	Navy Reserve Professional Development Center – New Orleans
QA:	Quality Assurance
QAS:	Quality Assurance Supervisor
QAR:	Quality Assurance Representative
SEA:	Senior Enlisted Academy
SEL:	Senior Enlisted Leader
SFF:	Safe for Flight
SFM:	Safe for Mission
TYCOM	Type Command
UAS:	Unmanned Aircraft Systems
VAQ:	Electronic Attack Squadron (EA-18G platform)
VAW:	Carrier Airborne Early Warning (E-2/C-2 platform)
VFA:	Strike Fighter Squadron (F/A-18A platform)
VFC:	Fighter Squadron Composite (F/A-18A platform – providing adversary training)
VP:	Patrol Squadron (P-3/P-8 platform)
VR:	Fleet Logistics Support Squadron (C-37/C-40/C-130 platform)
VRM:	Fleet Logistic Multi-Mission Squadron (CMV-22)

### Considerations for advancement from E6 to E7

**NOTE:** *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) is a requirement for advancement to E-6 and E-7 respectively.*

#### 1. Sea Assignments

- Should have previously served or is currently serving as LPO of:
  - Production Division
  - Work Center
  - Quality Assurance
  - Maintenance Control
  - Deployment / Detachment LPO with documented mission impact
- Documentation of **utilizing** in-rate qualifications:
  - Qualified Collateral Duty Inspector (CDI)
  - Quality Assurance Representative (QAR)
- Upper-level qualifications are not required but are a good indicator of character and ability.
  - Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification **O-Level (Squadron)**. SFF/SFM qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation



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- maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
- Full Systems Quality Assurance Representative (FSQAR)
  - High-Power / Low-Power Turn Qualification.
  - Not required but a good indicator of character and ability to operate responsibly:
  - Safety Petty Officer billets are highly valued in operational commands. Qualification with the 825A NEC (Safety Technician) or as a graduate of the Naval Safety and Environmental Training Center's Aviation Safety Specialist course with 12 consecutive months with command-wide impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.
  - Command Collateral duties with documented impact.
  - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, NATOPS, etc.)
  - FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
  - SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

### 2. Shore Assignments

- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
  - Squadron Augment Units (SAU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- O-Level (FRS/SAU) favorable positions include:
  - Should have previously served or is currently serving as LPO of:
    - Work Center LPO
    - Quality Assurance LPO
    - Maintenance Control LPO
  - Documentation of **utilizing** in-rate qualifications:
    - Collateral Duty Inspector (CDI)
    - Quality Assurance Representative (QAR)
- Upper-level qualifications are not required but are a good indicator of character and ability.
  - Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification **O-Level (Squadron)**. SFF/SFM qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
  - Full Systems Quality Assurance Representative (FSQAR)
  - High-Power / Low-Power Turn Qualification.
- Not required but a good indicator of character and ability to operate responsibly.
  - Safety Petty Officer billets are highly valued in operational commands. Qualification with the 825A NEC (Safety Technician) or as a graduate of the Naval Safety and Environmental Training Center's Aviation Safety Specialist course with 12 consecutive months with command-wide impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.
- I-Level shore facility favorable positions include:
  - Should have previously served or is currently serving as LPO of:
    - Work Center LPO
    - Quality Assurance LPO
    - Production Control LPO
  - Documentation of **utilizing** in-rate qualifications:
    - Qualified Collateral Duty Inspector (CDI)
    - Quality Assurance Representative (QAR)
    - Lean Six Sigma Green Belt Qualified
  - Upper-level qualifications:
    - Production Division Quality Assurance Representative (QAR)



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- Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS. E-6's holding the Production Control qualification should be given appropriate consideration for advancement due to the nature of the qualification.
  - NEC: I03A Engine Test Cell qualified (400 Division Personnel).
  - Lean Six Sigma Black Belt Qualified
- Not required but a good indicator of character and ability to operate responsibly.
- Safety Petty Officer billets are highly valued in operational commands. Qualification with the 825A NEC (Safety Technician) or as a graduate of the Naval Safety and Environmental Training Center's Aviation Safety Specialist course with 12 consecutive months with command-wide impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
  - Instructor/TYCOM/WING
  - Attainment of 805A Instructor NEC and 8MTS Master Training Specialist (MTS) NEC qualification if eligible
- Command Collateral duties with documented impact.
- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, NATOPS, etc.)
- FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

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

**NOTE 1:** *Chief Petty Officer Leader Development Course (CPO-LDC) is a requirement for advancement to E8.*

**NOTE 2:** *NEC 770B Aviation Maintenance / Production Chief: Strong consideration should be given to personnel that as a Chief have held one or more of the following billets while at the E7 paygrade; and must have served in the billet for at least 12 consecutive months: Maintenance Control, Production Control, Quality Assurance LCPO.*

#### **1. Sea Assignments**

- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively.
- Safe for Flight (SFF)/Safe-For-Mission Qualification if stationed at **O-Level (Squadron)** SFF/SFM Qualified on at least one aircraft platform. Documentation of utilizing Safe for Flight (SFF)/Safe for Mission (SFM) Qualification
- Qualified in position (Division CPOs should be qualified at a minimum in their source rate as a CDI, if assigned to QA then be a qualified in source rate QAR)

#### **O-Level (Squadron)**

- At least 12 months in a command role/billet:
  - Maintenance LCPO
  - QA LCPO should be a qualified QAR (at least in their source rate)
  - Deployment / Detachment LCPO with documented mission impact
- Strong consideration for personnel designated as a Deployment / Detachment LCPO:
  - Rescue DETs and/or new delivery aircraft do **NOT** qualify as Detachment LCPO
- Command Collateral duties with documented impact.
- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, NATOPS, etc.)
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.



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- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

### 2. Shore Assignments

- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
  - Squadron Augment Units (SAU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- Qualified in position (Division CPOs should be qualified at a minimum in their source rate as a CDI, if assigned to QA then be a qualified in source rate QAR)
- At least 12 months in a command role/billet:
  - Maintenance LCPO
  - QA LCPO should be a qualified QAR (at least in their source rate)
- O-Level (FRS/SAU) favorable positions include:
  - Upper-level qualifications are not required but are a good indicator of character and ability.
    - High-Power/Low-Power Engine Turn Qualification.
    - Full Systems Quality Assurance Representative (FSQAR)
    - Safe-For-Flight/Safe-For-Mission (SFM) Qualification
- I-Level shore facility:
  - Production Division LCPO
  - Quality Assurance LCPO
  - Lean Six Sigma Green Belt Qualified
- Documentation of **utilizing** in-rate qualifications:
  - Collateral Duty Inspector (CDI)
  - QA LCPO should be a qualified QAR (at least in their source rate)
  - Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.
- Documentation of **utilizing** Upper-level qualifications, not required but a good indicator of character and ability.
  - Production Division Quality Assurance Representative (QAR)
  - NEC: I03A Engine Test Cell qualified (400 Division Personnel).
  - Lean Six Sigma Black Belt Qualified
- Staff Duty
  - TYCOM Advisor/WING Inspector/Rating Detailer
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
  - NRC SEL/Instructor/TYCOM/WING
  - Attainment of 805A (Instructor) NEC and 8MTS Master Training Specialist (MTS) NEC if eligible.
- Command Collateral duties with documented impact.
- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, NATOPS, etc.)
- 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 leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.





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### Considerations for advancement from E8 to E9

**NOTE 1:** *Senior Enlisted Academy (SEA) is a requirement for advancement to E-9.*

**NOTE 2:** *The 724B NEC is recommended for advancement to E9 as it is the pinnacle NEC qualification (not available to members assigned to a billet on the AMMT). Applies to both Sea and Shore commands.*

#### 1. Sea Assignments

- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively.
- Successfully lead a Maintenance Department
- At least 12 months in a command role/billet:
  - Maintenance SCPO
    - Qualified Safe for Flight/Safe for Mission
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
  - QAS/QAO
    - Should be a qualified QAR (at least in their source rate)
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
- Senior Enlisted Leader during absence of incumbent: Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
- Command Collateral duties with documented impact.
- 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 leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

#### 2. Shore Assignments

- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations. Squadron Augment Units (SAU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
  - At least 12 months in a command role / billet
    - Maintenance SCPO
      - Qualified Safe For Flight/Safe For Mission
      - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
    - QAS/QAO
      - Needs to be a qualified QAR (at least in source rate)
      - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
- I-Level facility:
  - At least 12 months in a command role / billet
    - Production SCPO
      - Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.
      - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
    - Quality Assurance SCPO
      - Should be a qualified QAR (at least in their source rate)
      - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)



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- Staff Duty
- TYCOM Advisor/WING Inspector/ Enlisted Community Manager/ Senior Enlisted Academy or other service equivalent.
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
  - NRC SEL/TYCOM/WING
  - Senior Enlisted Leader during absence of incumbent; Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
- Command Collateral duties with documented impact.
- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, NATOPS, etc.)
- 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 leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

### **Commissioning/Other Special Programs:**

Commissioning Programs - [Commissioning Programs \(navy.mil\)](http://navy.mil)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](http://navy.mil)