



**AO CAREER PATH**  
**SELECTED RESERVE (SELRES)**



Aviation Ordnanceman (AO) are aircraft armament (weapons) specialists in charge of storing, servicing, inspecting and handling all types of weapons and ammunition carried on Navy aircraft.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AOCM	23.62 Yrs	CSEL	N/A	Billet: CSEL, MMCPO
23-26	AOCM AOCS	23.62 Yrs 18.58	CSEL	N/A	Billet: CSEL, MMCPO, Prod/Maintenance LCPO, Dept LCPO, Inst Duty. Duty: Squadron, FRC, NCHB. Qualification: MTS, SEA, SFF, SFM, FSQAR, QAR.,QASO
20-23	AOCS AOC	18.58Yrs 18.28	CSEL	N/A	Billet: CSEL, Staff LCPO, Prod/Maintenance LCPO, Dept LCPO, Div LCPO, Inst Duty. Duty: Squadron, FRC, NMC, NCHB. Qualification: MTS, SAMI, SEA, SFF, SFM, FSQAR, QAR, QASO.
16-20	AOCS AOC AO1	18.58 Yrs 18.28 10.5	CWO, CSEL	N/A	Billet: CSEL, Production/Maintenance LCPO, Dept LCPO, QA LCPO/LPO, Div LCPO, Work Center LCPO/LPO Duty: Squadron, FRC, NMC, NCHB. Qualification: MTS, SAMI, SEA, SFF, SFM, FSQAR, QAR, QASO, 3M.
12-16	AOC AO1	18.28 Yrs 10.5	OCS, LDO, CWO	N/A	Billet: Production/Maintenance LCPO/LPO, , QA LPO/LCPO, Work Center LPO/LCPO Duty: Squadron, FRC, NMC, NCHB. Qualification: EAWS, MTS, SEA, SAMI, SFF, SFM, FSQAR, QAR, QASO, 3M.
8-12	AO1 AO2	10.5 Yrs 6.29	STA-21, OCS, LDO	N/A	Billet: QA, LPO, Work Center LPO, WC Sup. Maintenance Tech Duty: Squadron, FRC, NMC, NCHB. Qualification: EAWS, MTS, SAMI, SFF, SFM, FSQAR, QAR, QASO, TL.



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
4-8	AO1 AO2	10.5 Yrs 6.29	STA-21, OCS, LDO	N/A	Billet: QA, LPO, Work Center LPO, WC Sup. Maintenance Tech Duty: Squadron, FRC, NMC, NCHB. Qualification: EAWS, CDI, CDQAR, QAR, FSQAR, QASO, TL, TM, SAMI, 3M.
1-4	AO3 AOAN	30 Months	STA-21	N/A	Billet: Maintenance Tech. Duty: Squadron, FRC, NMC, NCHB. Qualification: EAWS, CDI, PC, TL, TM, 3M.
1+/-	AOAN AOAA	18 Months		N/A	Recruit Training (8 weeks) /"A" School (4 weeks) /"C" School for aircraft platform/ FRC/WPNS Assembly billet.
1+/-	AOAA AOAR	9 Months		N/A	Recruit Training (8 weeks) /"A" School (4 weeks) /"C" School for aircraft platform/ FRC/WPNS Assembly billet.

**Notes:**

1. "A" school is not required.
2. E-6 & above SHALL have at least one warfare pin (AW primary) when assigned to an eligible command.
3. This is not a compressed rating.
4. ACRONYMS SPECIFIC TO THE AO RATE INCLUDE:

AMMT:	Aviation Maintenance Management Team
COR:	Contracting Officer Representative
ACOR:	Alternate Contracting Representative
CART:	Cargo Afloat Rig Team
CDI:	Collateral Duty Inspector
CDQAR:	Collateral Duty Quality Assurance Representative
EAWS:	Enlisted Aviation Warfare Specialist
ESWS:	Enlisted Surface Warfare Specialist
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 (MH-60R platform)
LRC:	Logistics Readiness Center
MMCPO:	Maintenance Master Chief



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MSC:	Military Sealift Command
MSCPO:	Maintenance Senior Chief
NCHB:	Navy Cargo Handling Battalion
NMC:	Naval Munitions Command
NRC:	Naval Reserve Center
NSWC:	Naval Surface Warfare Center
OIS-R:	Ordnance Information System-Retail
OIS-W:	Ordnance Information System-Wholesale
PC:	Production Control
QAR:	Quality Assurance Representative
QAS:	Quality Assurance Supervisor
QASO:	Quality Assurance Safety Observer
SAMI:	Small Arms Instructor
SEA:	Senior Enlisted Academy
SEL:	Senior Enlisted Leader
SFF:	Safe for Flight
SFM:	Safe for Mission
TL:	Team Leader
TM:	Team Member
T/M/S:	Type/Model/Series
TSU:	Tactical Support Unit
UAS:	Unmanned Aircraft Systems
VAQ:	Electonic Attack Squadron (EA-18G platform)
VAW:	Carrier Airborne Early Warning (E-2/C-2 platform)
VFA:	Strike Fighter Squadron (F-18A thru F platform)
VFC:	Strike Fighter Composite (F-18/F-5 platform)
VP:	Patrol Squadron (P-3/P-8 platform)
VRM:	Fleet Logistic Multi-Mission Squadron (CMV-22)

### 5. NECs held by AOs:

- a. Not all NECs are applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component.

717B:	Small Arms Marksmanship Instructor (SAMI)
718B:	Crew Served Weapons (CSW) Instructor
724B:	Aviation Maintenance Material Control Master Chief
743B:	Shipboard Elevator Mechanical Maintenance
759B:	Air Launched Weapons Technician
760B:	Strike Intermediate Armament Maintenance
770B:	Aviation Maintenance/Production Chief
780A:	F-35C Aircraft Systems Organizational Maintenance Technician
792A:	Support Equipment Asset Manager
805A:	Master Training Specialist
807R:	Reserve Career Information Program Advisor
814A:	Ammunition Supply Administration
8LDC:	CPO LDC Graduate
8SEA:	Senior Enlisted Academy
863A:	Navy Reserve Activity (NRA) Command Senior Enlisted Leader (CSEL)
D06A:	Armament Weapons Support Equipment (AWSE) Maintenance Manager
D07A:	Armament Weapons Support Equipment (AWSE)Technician
D08A:	Airborne Weapons Technical Manager
E00A:	CMV-22 Systems Organizational Maintenance Technician
E17A/E36A:	P-8A Aircraft Systems Organizational Career Maintenance Technician
E19A/E38A:	F/A-18E/F Systems Organizational Career Maintenance Technician



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E23A/E41A:	H-60 Systems Organizational Career Maintenance Technician
757F:	MQ-8B/C Mission Payload Operator (MPO)
G31A:	MQ-8B/C Air Vehicle Operator (AVO)

### Considerations for advancement from E6 to E7

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

#### 1. Sea Assignments

- Documentation of **utilizing** in-rate qualifications:
  - Collateral Duty Inspector (CDI)
  - Quality Assurance Representative (QAR)
  - Quality Assurance/Safety Observer (QA/SO)
- 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

\*\*\* Rescue DETs and/or new delivery aircraft do NOT qualify as Detachment LPO

- Upper-level qualifications
  - Full Systems Quality Assurance Representative (FSQAR)
  - Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification

\*\*\*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.

- Qualified QA/SO.
- Explosives Handling Qualification and Certification Program Board Member
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively
  - Command Collateral duties with documented impact.
  - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA/CWTPI/ESI, 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
  - Have documented active support to Unit Mobilization Unit Identification Code (UMUIC) assigned.
  - 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.
  - Special consideration for serving forward deployed to a Navy Cargo Handling Battalion, should be considered arduous duty due to the nature of operations.

#### 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) and Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.



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O-Level favorable positions include:

- Work Center LPO
- Quality Assurance LPO
- Maintenance Control LPO

I-Level shore facility favorable positions with documented impact to include:

- Production Control LPO
- Work Center LPO
- Quality Assurance LPO
- Documentation of utilizing in-rate qualification:
  - Collateral Duty Inspector (CDI)
  - Quality Assurance Representative (QAR)
  - Quality Assurance/Safety Observer (QA/SO)

\*\*\*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

- Upper-level qualifications are not required but are a good indicator of character and ability
- Production Division Quality Assurance Representative (QAR)
- Full Systems Quality Assurance Representative (FSQAR)
- Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification

\*\*\*SFF/SFM qualification is not required for advancement to E-7 but is considered the pinnacle of maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.

- Lean Six Sigma Green Belt Qualified or Black Belt Qualified
- Ordnance Information Systems Manager (Retailor or Wholesale) with NEC 814A.
- Explosives Handling Qualification and Certification Program Board Member
- Qualified QA/SO
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if/when eligible
  - Command Collateral duties with documented impact.
  - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA/CWTPI/ESI, 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.
  - Have documented active support to Unit Mobilization Unit Identification Code (UMUIC) assigned.
  - 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.

### **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.*

#### 1. Sea Assignments



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- Qualified in position (Div CPOs should be qualified at a minimum in their source rates as a CDI, if assigned to QA then be a qualified as a QAR in their source rate).
- At least 12 months in a command role/billet with documented impact:
  - Maintenance LCPO
  - QA LCPO/QAO/QAS
  - Detachment LCPO
    - Department LCPO
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA/CWTPI/ESI, etc.)
  - Divisional CPO

\*\*\* Rescue DETs and/or new delivery aircraft do NOT qualify as Detachment LCPO

### 2. Shore Assignments

- Qualified in position (Div CPOs should be qualified at a minimum in their source rates as a CDI, if assigned to QA then be a qualified as a QAR in their source rate).
- 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) and Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- O-Level favorable positions include:
  - Division LCPO
  - Quality Assurance LCPO/QAO/QAS
  - Maintenance Control LCPO
- I-Level shore facilities:
  - Production Division LCPO
  - Quality Assurance LCPO
  - Production Control LCPO

\*\*\*Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.

- Naval Munitions Command (NMC)
  - AWSE LCPO
  - Magazines/Missiles LCPO
  - Ordnance Information Systems Manager. (Retail or Wholesale) with NEC 814A
- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA/CWTPI/ESI, etc.)
- Upper-level qualifications
  - Full Systems Quality Assurance Representative (FSQAR)
  - Production Division Quality Assurance Representative (QAR)
  - Lean Six Sigma Green Belt Qualified or Black Belt Qualified
  - Explosives Handling Qualification and Certification Program Board Member
  - Qualified QA/SO.
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if/when eligible
  - Command Collateral duties with documented impact.
  - Completion of Airborne Weapons Technical Manager (NEC D08A) is a pinnacle course and demonstrates rating knowledge, leadership, and technical ability in varying geographical locations
  - 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.
  - Have documented active support to Unit Mobilization Unit Identification Code (UMUIC) assigned.



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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

- Qualified in position (QAO/QAS should be qualified at a minimum in their source rates as a QAR, if assigned to Maintenance Control then be a qualified SFF/SFM.
- At least 12 months in a command role / billet
  - Maintenance SCPO - Qualified Safe for Flight/Safe for Mission
  - QAO/QAS
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA/CWTPI/ESI, etc.)

#### 2. Shore Assignments

- Qualified in position (QAO/QAS should be qualified at a minimum in their source rates as a QAR, if assigned to Maintenance Control then be a qualified SFF/SFM.
- 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) and Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- O-Level favorable positions include:
  - At least 12 months in a command role / billet
  - Maintenance SCPO - Qualified SFF / SFM
  - QAO/QAS
- I-Level shore facility:
  - Production Division LCPO
  - Quality Assurance LCPO/QAO/QAS
  - Production Control LCPO
  - Department LCPO

\*\*\*Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.

- Naval Munitions Command (NMC)
  - Senior Enlisted Leader during absence of incumbent
    - Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
  - Ordnance Information Systems Manager. (Retail or Wholesale) with NEC 814A
- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA/ESI, etc.) and serving in one of the following billets with documented impact
- Upper-level qualifications
  - Completion of Airborne Weapons Technical Manager (NEC D08A)
  - Full Systems Quality Assurance Representative (FSQAR)
  - Production Division Quality Assurance Representative (QAR)
  - Lean Six Sigma Green Belt Qualified or Black Belt Qualified
  - Explosives Handling Qualification and Certification Program Board Member
  - Qualified QA/SO.
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if/when eligible
  - Command Collateral duties with documented impact.



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- Completion of Airborne Weapons Technical Manager (NEC D08A) is a pinnacle course and demonstrates rating knowledge, leadership, and technical ability in varying geographical locations
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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.
- Have documented active support to Unit Mobilization Unit Identification Code (UMUIC) assigned

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

Commissioning Programs - Commissioning Programs (navy.mil)

CSEL Program - Pages - CMC\_CSC\_Program (navy.mil)