



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, Prod/Maint LCPO, Dept LCPO, Instructor Duty. Duty: Squadron, FRC, Staff. Qualification: LCPO, MTS, SEA, SFF, SFM, FSQAR, QAR.
20-23	AOCS AOC	18.58Yrs 18.28	CSEL	N/A	Billet: Staff LCPO, Prod/Maint LCPO, LCPO, Dept LCPO, Division LCPO, CSEL. Duty: TYCOM, FRC, Squadron, NCHB. Qualification: LCPO, MTS, SAMI, SEA, SFF, SFM, FSQAR, QAR.
16-20	AOCS AOC AO1	18.58 Yrs 18.28 10.5	CWO, CSEL	N/A	Billet: Maint LCPO, Dept LCPO, QA LPO/LCPO, Division LCPO, Company LPO/LCPO Duty: Squadron, NMC, Wing Staff, NCHB, Qualification: LCPO, MTS, SAMI, SEA, SFF, SFM, FSQAR, QAR, QASO, 3M.
12-16	AOC AO1	18.28 Yrs 10.5	OCS, LDO, CWO	N/A	Billet: Prod/Maint LPO/LCPO, Work Center LPO/LCPO, QA LPO/LCPO Duty: Squadron, FRC, NMC, NCHB. Qualification: EAWS, LCPO, 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: Maint Tech, WC LPO, WC Sup, QA, LPO. Duty: Squadron, NMC, NCHB. Qualification: EAWS, LPO, CDI, FSQAR, QAR, QASO, SFF, TL.
4-8	AO1 AO2	10.5 Yrs 6.29	STA-21, OCS, Naval Academy,	N/A	Billet: Maint Tech, WC LPO, WC Sup, QA, LPO. Duty: Squadron, FRC, NMC, NCHB Qualification: CDI, CDQAR, QAR, FSQAR, QASO, TL, TM, SAMI, 3M.
1-4	AO3 AOAN	30 Months	STA-21, OCS, Naval Academy	N/A	Billet: Maint Tech, Plane Captain, CDI, Maint Turn Qual. Duty: Squadron, FRC, NMC. Qualification: EAWS, TL, TM, 3M.



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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. When able, SELRES Sailors should earn a Warfare qualification.
3. This is not a compressed rating.
4. ACRONYMS SPECIFIC TO THE AO RATE INCLUDE:

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
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	Ordnance Information System
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	Electronic Attack Squadron (EA-18G platform)



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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.

700A: Unmanned Aerial Vehicle (UAV) External Pilot
701A: Unmanned Aerial Vehicle (UAV) Internal Pilot
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 Maintainer
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 Inventory Management Specialist (AIMS)
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 Technician
D08A: Airborne Weapons Technical Manager
E00A: CMV-22 Systems Organizational Maintenance Technician
E15A/E34A: P-3 Systems Organizational Career Maintenance Technician
E17A/E36A: P-8A Aircraft Systems Organizational Career Maintenance Technician
E19A/E38A: F/A-18E/F Systems Organizational Career Maintenance Technician
E20A: O-Level Maintenance Tech (F-18)
E22A: MQ-8B Organizational Maintenance Technician
E23A/E41A: H-60 Systems Organizational Career Maintenance Technician
G30A: MQ-8B/C Mission Payload Operator (MPO)
G31A: MQ-8B/C Air Vehicle Operator (AVO)

Considerations for advancement from E6 to E7

1. Duty Assignments

- 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
- At least one warfare pin (AW primary)
- Should show active support to Unit Mobilization Unit Identification Code (UMUIC) assigned.
- 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 (FRS/SAU/TSU) favorable positions include:
 - Work Center LPO



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- Quality Assurance LPO
- Maintenance Control LPO
- Upper-level qualifications are not required but are a good indicator of character and ability.
 - Full Systems Quality Assurance Representative (FSQAR)
 - Safe-For-Flight/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.
- I-Level shore facility favorable positions with documented impact to include:
 - Production Control LPO
 - Work Center LPO
 - Quality Assurance LPO
 - Upper-level qualifications
 - Production Division Quality Assurance Representative (QAR)
 - Lean Six Sigma Green Belt Qualified or Black Belt Qualified
- Should be qualified QA/SO for Squadrons, Naval Munitions Command (NMC), or Navy Cargo Handling Battalions (NCHB).
- Ordnance Information Systems Manager (Retailer or Wholesale)
- Explosives Handling Qualification and Certification Program Board Member
- Command Collateral duties with documented impact.
- 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.
- Advanced Leadership Development Course (ALDC)

Considerations for advancement from E7 to E8

1. Duty Assignments

- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - a. Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if/when eligible
- Senior Enlisted Academy or other service equivalent (recommended)
- At least one warfare pin (AW primary)
- 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.
- At least 12 months in a command role/billet with documented impact:
 - Maintenance LCPO
 - QA LCPO
 - Detachment LCPO
 - Department LCPO
 - Divisional CPO
- I-Level shore facilities:
 - Production Division LCPO
 - Quality Assurance LCPO
 - Production Control LCPO
- Naval Munitions Command LCPO
 - AWSE LCPO
 - Magazines/Missiles LCPO
- Explosives Handling Qualification and Certification Program Board Member



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- Ordnance Information Systems Manager. (Retail or Wholesale)
- 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.
- Chief Petty Officer Leader Development Continuum (CPO-LDC)

Considerations for advancement from E8 to E9

1. Duty Assignments

- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - Senior Enlisted Academy or other service equivalent (required)
 - At least one warfare pin (AW Primary)
 - The 724B NEC is favorable for advancement to E9 as it is the pinnacle NEC qualification but isn't required due to limited availability.
 - 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.
 - Navy Cargo Handling Battalion
 - O-Level favorable positions include:
 - 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, etc.)
 - QAO/QA SCPO
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
 - I-Level shore facility:
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.) and serving in one of the following billets with documented impact:
 - Production Division LCPO
 - Quality Assurance LCPO
 - Production Control LCPO
 - Department LCPO
 - 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.

Commissioning/Other Special Programs:

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

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