



AWF CAREER PATH  
SELECTED RESERVE (SELRES)



Naval Aircrewman Mechanical (AWF) are part of a diverse and highly specialized community, expertly trained for specific aircraft platforms to which they are assigned. While they no longer operate as Flight Engineers on the retired P-3, they continue to serve as Flight Engineers on C-130s and Crew Chiefs or Loadmasters aboard C-40, C-37, CMV-22, and C-130 aircraft.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AWCM	24.3 Yrs	CSEL	N/A	<p>Billet: CSEL/Instructor/LSCPO: Operations, NATOPS, Maintenance Control, Quality Assurance/QAS/QAO</p> <p>Duty: VP/VR/VRM/MSW/NASC CFLSW/CNAFR</p> <p>Position: FE/CC</p> <p>Qualification: NE/NI/IUTI/SFF/MTS</p>
23-26	AWCM AWFCS AWFC	24.3 Yrs 21.2 15.7	CSEL	N/A	<p>Billets: CSEL/Instructor/LCPO: Operations, NATOPS, Maintenance Control, Quality Assurance, Training/QAS/QAO</p> <p>Duty: VP/VR/VRM/NSWG/NASC/CFLSW/NAFW/CNAFR</p> <p>Position: FE/CC/LM</p> <p>Qualification: NE/NI/IUTI/SFF/FSQAR/MTS/UAS Operator</p>
19-23	AWFCS AWFC AWF1	21.2 Yrs 15.7 10.8	CWO, CSEL	N/A	<p>Billets: CSEL/Instructor/LCPO: Operations, NATOPS, Maintenance Control, Quality Assurance, Training/QAS/QAO</p> <p>Duty: VP/VR/VRM/NSWG/NASC/CFLSW/NAFW</p> <p>Position: FE/CC/LM</p> <p>Qualification: NE/NI/IUTI/SFF/FSQAR/MTS/UAS Operator</p>
5-19	AWFCS AWFC AWF1	21.2 Yrs 15.7 10.8	OCS, LDO, CWO, CSEL	N/A	<p>Billets: CSEL/Instructor/LCPO or LPO: Operations, NATOPS, Maintenance Control, Quality Assurance, Training/QAS/QAO</p> <p>Duty: VP/VR/VRM/NSWG/NASC/CFLSW/NAFW</p> <p>Position: FE/CC/LM</p> <p>Qualification: NE/NI/SFF/FSQAR/MTS/UAS Operator/Engine turn</p>



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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
12-15	AWFC AWF1 AWF2	15.7 Yrs 10.8 4.0	OCS, LDO, CWO	N/A	Billets: Instructor/LCPO or LPO: Operations, NATOPS, Maintenance Control, Quality Assurance, Training Duty: VP/VR/VRM/NSWG/ NASC/CFLSW/NAFW/VRC Position: FE/CC/LM/2LM Qualification: NE/NI/SFF/FSQAR/ QAR/CDI/MTS/UAS Operator/ Engine turn
9-12	AWF1 AWF2	10.8 Yrs 4.0	STA-21, OCS, LDO	N/A	Billets: Instructor/LPO or Supervisor: Operations, NATOPS, Maintenance Workcenter, Quality Assurance/Training Duty: VP/VR/VRM/NSWG/ NASC/CFLSW/NAFW/VRC Position: FE/CC/LM/2LM Qualification: NE/NI/SFF/FSQAR/ QAR/CDI/MTS/UAS Operator/ Engine turn
6-9	AWF2 AWF3	4.0 Yrs 2.6	STA-21, OCS, Naval Academy	N/A	Billets: Aircrewman/Maintenance Tech/NATOPS or Operations Clerk Duty: VP/VR/VRM/NSWG/ NASC/NAFW/VRC Position: FE/CC/LM/2LM Qualification: Plane Captain, CDI, CDQAR, UAS Operator, Engine turn
1-6	AWF2 AWF3	4.0 Yrs 2.6	STA-21, OCS, Naval Academy	N/A	Billets: Aircrewman, Operations Clerk, NATOPS Clerk, Training PO Duty: VP/VR/VRM/VAW/NSWG/NAFW Position: FE/CC/LM/2LM Qualification: Plane Captain, CDI, CDQAR, UAS Operator, Engine turn, NAWS, EAWS
1+-	AWFAN AWFAA Accession Training	9 Months		N/A	Recruit training/NACCS/ALTC/ SERE and all schools or training events required to be completed prior to reporting to their first operational command.

**Notes:**

1. "A" school is required.
2. This is a compression rating - AWF/AWO/AWR/AWS merge to AW at the Master Chief.
3. Upon completion of initial training pipelines, AWFs are typically close-looped detailed by their NEC/platform until there is no longer a need for that particular NEC.



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4. Member must volunteer for duty involving flying.
5. May be required to attend refresher training at a Fleet Replacement Squadron /Air Logistics Training Center upon completion of duty not involving flying and participate in annual NATOPS evaluations.
6. In addition to operational duties, all AWs are required to maintain minimum Naval Aircrew standards, including flight physicals and Class II swim qualifications, as well as maintain a SECRET or higher security clearance.
7. AWFs **shall** be qualified as a Naval Aircrew Warfare Specialist (NAC) and should be designated as an Enlisted Aviation Warfare Specialist (AW) or any other warfare designator based upon type of assignment.
8. ACRONYMS SPECIFIC TO THE AW RATE INCLUDE:

2LM	Second Loadmaster
ACTC	Air Combat Training Continuum
ALTC	Air Logistics Training Command
AIC	Aircrew Instructor Course
ANI	Assistant NATOPS instructor
CC	Crew Chief
CDI	Collateral Duty Inspector
CDQAR	Collateral Duty Quality Assurance Representative
EAWS	Enlisted Aviation Warfare Specialist
FE	Flight Engineer
FLSW	Fleet Logistics Support Wing
FRS	Fleet Replacement Squadron
FSQAR	Full System Quality Assurance Representative
IUTI	Instructor Under Training Instructor
LM	Loadmaster
MSCPO	Maintenance Senior Chief
NACCS	Naval Aircrew Candidate School
NASC	Naval Aviation Schools Command – Pensacola
NATOPS	Naval Aviation Training Operations Procedures and Standardization
NAWS	Naval Aircrew Warfare Specialist
NE	NATOPS evaluator
NI	NATOPS instructor
NRPDC	Navy Reserve Professional Development Center – New Orleans
NSWG	Naval Special Warfare Group (SEAL Team 17/SEAL Team 18)
QAR	Quality Assurance Representative
QAS	Quality Assurance Supervisor
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
SERE	Survival, Evasion, Resistance, Escape
SFF	Safe for Flight
UAS	Unmanned Aircraft Systems

9. AWFs shall be qualified as a Naval Aircrew Warfare Specialist (NAC) and should be designated as an Enlisted Aviation Warfare Specialist (AW) or any other warfare designator based upon type of assignment.
10. NECs held by AWFs: 700A: Unmanned Aerial Vehicle (UAV) External Pilot  
701A: Unmanned Aerial Vehicle (UAV) Internal Pilot  
724B: Aviation Maintenance Material Control Master Chief <sup>1</sup>  
776A: Naval Aircrewman (Special Assignment) <sup>3</sup>  
777A: Weapons and Tactic Instructor  
778A: C-37/C-40A Second Loadmaster  
805A: Instructor  
812A: Professional Development Instructor



## AWF CAREER PATH SELECTED RESERVE (SELRES)



8LDC: CPO Leader Development Course  
8MTS: Master Training Specialist  
G16A: C-40A Crew Chief  
G20A: E-6B Flight Engineer <sup>2</sup>  
G22A: C-37 Crew Chief  
G25A: C-130 Flight Engineer  
G28A: C-2 Transport Aircrewman  
G30A: MQ-8B/C Mission Payload Operator (MPO)  
G31A: MQ-8B/C Air Vehicle Operator (AVO)  
G35A: CMV-22 Transport Aircrewman  
G51A: C-130 Second Loadmaster  
G53A: C-130 Loadmaster  
G54A: E-6B REEL System Operator <sup>2</sup>  
G57A: C-12/C-26 Transport Aircrewman  
G60A: P-3 Flight Engineer  
G63A: C-40A Loadmaster

### **NEC Notes:**

1. The AWF "Source Rating" is limited to the TAR/SELRES community members who have previously earned the NEC code prior to 1 October 2008 ONLY. This NEC code is not authorized for NEW assignment to AWF members who did not previously earn the NEC code prior to 1 October 2008.
2. NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.
3. Personnel assigned to this DNEC are assigned to BUPERS designated special billets with joint services, foreign services and special assignments where USN coding is not applicable. Naval aircrewmen assigned to these billets (i.e. SEAL Team, UAV, UAS) cannot earn aircrew designation (NAC).

### **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
    - Positional Qualification **shall** be Loadmaster, Flight Engineer, or Crew Chief. Second Loadmaster **DOES NOT** meet this requirement.
    - Shall have documented flight hours in block 43 of the Evaluation, minimum of 48 flight hours required to be operational. Simulator hours **DO NOT** count towards minimum 48 flight hours.
  - **Shall** have completed NAWS qualification. Consideration should be given to multiple warfare qualifications.
  - Should have served as LPO or Assistant LPO in one of the following:
    - Operations
    - NATOPS
    - Training or Tactics
    - Maintenance Work Center (if assigned to the Maintenance Department)
    - Detachment LPO with documented mission impact
  - If attached to a SEAL Team billet, shall be qualified as UAS Operator
  - Upper-level qualifications



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- Flight Engineers and Crew Chiefs display the pinnacle of positional responsibility and leadership in each platform and are considered to be performing at the E-7 level.
- NATOPS IUTI, NATOPS Evaluator, NATOPS Instructor or Assistant NATOPS Instructor/400 Level ACTC
  - Not required but a good indicator of character and ability to operate responsibly, considered to be the pinnacle of aircrew qualifications.
- Full Systems QAR is not required for advancement to E-7 and does not fall into the normal job scope of a Naval Aircrewman but is considered to be an upper-level aviation maintenance qualification. Obtaining this shows that an Aircrewman has met the expectations as a maintenance subject matter expert on their airframe and capable of performing maintenance when away from home station.
- SFF qualification is not required for advancement to E-7 and does not fall into the normal job scope of a Naval Aircrewman but is considered to be the pinnacle of aviation maintenance qualifications. E-6's attached to the Maintenance Department holding the SFF qualification should be given the same consideration for advancement as those holding the 400 level ACTC qualification.
- 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.
- Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.

## 2. Shore Assignments

- Should have served as LPO or Assistant LPO in one of the following:
  - Operations
  - NATOPS
  - Training or Tactics NATOPS
- NATOPS IUTI or Evaluator, ALTC/NATT 'A' School, NACCS, Instructor, Navy Air Logistics Office (NALO) Instructor Duty.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
  - Instructor/Recruiter/PERS/BUPERS
  - Attainment of 805A Instructor NEC and 8MTS Master Training Specialist (MTS) NEC qualification if eligible. Personnel assigned to RTC, OTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- 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.
- Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.



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## Considerations for advancement from E7 to E8

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

### 1. Sea Assignments

- Positional Qualification **shall** be Loadmaster, Flight Engineer, or Crew Chief. Second Loadmaster **DOES NOT** meet this requirement.
- Shall have documented flight hours in block 41 of the Evaluation, minimum of 48 flight hours required to be operational. Simulator hours **DO NOT** count towards minimum 48 flight hours.
- Shall have completed NAWS qualification. Consideration should be given to multiple warfare qualifications.
- NATOPS Instructor or Assistant NATOPS Instructor/400 Level ACTC position held
- Safe for Flight (SFF) Qualification attained at some point if attached to the Maintenance Department
- Full Systems QAR (FSQAR) Qualification attained at some point if attached to the Quality Assurance Division
- At least 12 months in a command role / billet
  - Division LCPO
  - Department LCPO
  - \*Maintenance Control CPO (if assigned to the Maintenance Department)
  - NATOPS Instructor/Evaluator
  - Strong consideration for personnel that are a Detachment LCPO with documented mission impact
- If assigned to SEAL Team billet, shall be qualified as UAS Operator
- Command Collateral duties with documented impact.
- CPOA 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
- Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.

### 2. Shore Assignments

- FLSW, NASC, MSW, FRS, ALTC, Instructor Duty, NALO
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - Instructor/Recruiter
  - Attainment of 805A Instructor NEC and 8MTS Master Training Specialist (MTS) NEC qualification if eligible.
- Command Collateral duties with documented impact.
- Personnel assigned to RTC, OTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Should show active support and leadership to Training UIC if assigned
- 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
- Should have served as LCPO in one of the following departments:



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- Operations
- NATOPS Instructor/NATOPS Evaluator
- Training or Tactics
- Maintenance
- Attainment and utilization of Instructor Qualifications
- Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.

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

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

**NOTE 2 :** *Selected Reserve (SELRES) Naval Aircrew ratings are compressed at the Master Chief level and Senior Chief Petty Officers will compete amongst qualified candidates in the AWF, AWO, AWR, and AWS ratings for advancement to AWCM.*

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

- Shall be Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist (EAWS) qualified
- Additional Warfare Qualifications should be taken into consideration
- Senior Enlisted Academy or other service equivalent (required).
- If assigned to a squadron, **shall** hold positional qualifications in aircraft – Crew Chief, Flight Engineer, Loadmaster, Sensor 1, Sensor 3, AAW, EWO, MPO, Search and Rescue Swimmer and maintain currency and flight hours.
- Shall have documented flight hours in block 41 of the Evaluation, minimum of 48 flight hours required to be operational.
- If assigned to VUP or SEAL Team billet, qualified as UAS Operator (AVO/MPO)
- If assigned to a TOC/MTOC as an AWR/AWO, shall be Watch Officer qualified.
- Excelling in leadership position as Senior Enlisted Leader (SEL) or Department Leading Chief Petty Officer (LCPO) with documented leadership in development of subordinates to further command mission and vision.
- Strong consideration for AWFs with maintenance related experience (i.e. SFF, FSQAR, CDQAR)
- Strong consideration for AW/O/R/S Squadron Weapons Tactics Instructors (SWTI/WTI)
- Strong consideration for AWF/O/R/S with documented utilization of advanced qualifications (i.e. NATOPS Instructor/Evaluator, Fleet Replacement Squadron (FRS) Instructor, Instructor Under Training Instructor (IUTI) Fleet Instructor Under Training (FIUT) Instructor, Positional Instructor (ACTC Level 400), and Weapons and Tactics Instructor (WTI/ACTC Level 500)).
- Strong consideration for significant contributions to improvements within their rating to include PQS development, conference member, NATOPS development, TACTIP involvement, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements, SEASOAG member, and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.
- Command Collateral Duty with documented impact to command mission, retention and morale
- 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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## 2. Shore Assignments

- Shall be Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist qualified (EAWS)
- Additional Warfare Qualifications should be taken into consideration
- Senior Enlisted Academy or other service equivalent (Required)
- If assigned to a squadron, shall hold positional qualifications in aircraft – Crew Chief, Flight Engineer, Loadmaster, Sensor Station 1, Sensor Station 3, or Search and Rescue Swimmer and maintain aircrew currency and flight hours
  - Shall have documented flight hours in block 41 of the Evaluation, minimum of 48 flight hours required to be operational.
- If assigned to a TOC/MTOC as an AWR/AWO, shall be Tactical/Mobile Watch Officer qualified.
- Excelling in leadership position as Senior Enlisted Leader (SEL) or Department Leading Chief Petty Officer (LCPO) with documented leadership in development of subordinates to further command mission and vision.
- Strong consideration for AWFs with maintenance related experience (i.e. SFF, FSQAR, CDQAR)
- Strong consideration for AWO/R/S Squadron Weapons Tactics Instructors (SWTI/WTI)
- Strong consideration for AWF/O/R/S with documented utilization of advanced qualifications (i.e. NATOPS Instructor/Evaluator, Fleet Replacement Squadron (FRS) Instructor, Fleet Instructor Under Training (FIUT) Instructor, Positional Instructor (ACTC Level 400), and Weapons and Tactics Instructor (WTI/ACTC Level 500) or LVL IV/V qualified Squadron Weapons Tactics Instructors (SWTI/WTI).
- Strong consideration for significant contributions to improvements within their rating to include PQS development, conference member, NATOPS development, TACTIP involvement, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements, SEASOAG member, and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.
- Command Collateral Duty with documented impact to command mission, retention and morale.
- 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 \(navy.mil\)](#)

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