



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



Naval Aircrewman Operators (AWO). AWOs belong to a diverse and highly specialized community serving in multiple aviation platforms. AWOs operate various airborne electronic systems in support of Anti-Submarine Warfare (ASW), Anti-Surface Warfare (ASUW), Search and Rescue (SAR), Combat Search and Rescue (CSAR), Electronic Support (ES), Intelligence, Surveillance, and Reconnaissance (ISR), humanitarian aid, and logistics missions onboard P-8A aircraft. In Unmanned Aircraft ISR and Maritime ISR (MISR) operations, AWOs serve as Mission Payload Operators (MPO) and Unmanned Air Systems (UAS) pilots for the MQ-4C and various other unmanned platforms. Additionally, AWOs can support Tactical Operations Control Squadrons (TOCRON) in post-mission/intelligence product analysis and reporting.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE ROTATION</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	AWCM	20.9 Yrs	CSEL	N/A	Billet: CSEL/ASW Ops/Instructor Duty: CNAFR/VP/VUP/MSW Position: SS1/SS3/AAW1/EWO1/MPO Qualification: NI/NE/FRSI/UAS Operator/Watch Officer
24-26	AWCM AWOCS	20.9 Yrs 17.2	CSEL	N/A	Billet: CSEL/LCPO/ASW Operations/Instructor Duty: CNAFR/VP/VUP/MTOC/TOC Position: SS1/SS3/AAW1/ EWO1/MPO Qualification: NI/NE/FRSI/UAS Operator/Watch Officer
20-24	AWOCS AWOC AWO1	17.2 Yrs 14.4 9.2	CSEL	N/A	Billets: CSEL/Instructor/ Operations CPO/NATOPS CPO/Training CPO Duty: VP/VUP/MTOC/ TOC/NATT Position: SS1/SS3/AAW1/EWO1/MPO Qualification: NE/NI/FRSI/UAS Operator/Watch Officer
16-20	AWOCS AWOC AWO1	17.2 Yrs 14.4 9.2	CWO, CSEL	N/A	Billets: NATOPS LPO/LCPO, Aircrew Training LPO/LCPO, Operations LPO/LCPO Duty: VP/VUP/MTOC/ TOC/NATT Position: SS1/SS3/AAW1/EWO1/MPO Qualification: NE/NI/FRSI/UAS Operator/TOC Analyst/Watch Officer
12-16	AWOC AWO1 AWO2	14.4 Yrs 9.2 3.7	OCS, LDO, CWO	N/A	Billets: NATOPS LPO/LCPO, Aircrew Training LPO/LCPO, Operations LPO/LCPO Duty: VP/VUP/MTOC/TOC Position: SS1/SS3/AAW1/EWO1/MPO Qualification: NE/NI/ANI/FRSI/ UAS Operator/ TOC Analyst/Watch Officer



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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
9-12	AWO1 AWO2	9.2 Yrs 3.7	STA-21, OCS, LDO	N/A	Billets: LPO: Operations, NATOPS, Training/ Schedules Petty Officer/ NATOPS Instructor Duty: VP/VUP/MTOC/TOC Position: SS1/SS3/AAW1/EWO1/MPO/ TOC Analyst Qualification: NE/NI/ANI/FRSI/ UAS Operator
6-9	AWO2 AWO3	3.7 Yrs 1.8	STA-21, OCS, LDO	N/A	Billets: Operations PO/ NATOPS PO/Training PO/ Maintenance PO/NATOPS Instructor Duty: VP/VUP/MTOC/TOC Position: SS1/SS2/SS3/AAW1/AAW2/ EWO1/EWO2/MPO/TOC Analyst Qualification: ANI/UAS Operator
1-6	AWO2 AWO3	3.7 Yrs 1.8	STA-21, OCS, Naval Academy	N/A	Billets: Aircrewman, Operations Clerk, NATOPS Clerk, Training PO Duty: VP/VUP/MTOC/ TSC/TSU Position: SS1/SS2/SS3/AAW1/AAW2/ EWO1/EWO2/MPO TOC Analyst Qualification: NAWS/ EAWS/UAS Operator
1+/-	AWOAN AWOAA Accession Training	9 Months		N/A	Recruit Training, NACCS, SERE, NACS, FRS and all initial accession pipeline schools or training events required to be completed prior to reporting to their first operational command.

**Notes:**

1. "A" school required.
2. This is a compression rating - AWF/AWS/AWR/AWO at the Master Chief paygrade.
3. Member must volunteer for duty involving flying. Beginning 1 January 2024, annual currency requirements of 48 hours per FY shall be met and documented in EVAL BLK 41/43 in order for AWO candidates to be considered for promotion unless specifically waived.
4. Aircrew Sailors assigned to an NRC and Cross-Assigned into a flying Aircrew billet (VP-30 SAU, VP-62, VP-69, VUP-19, UAS) shall maintain flight currency and rating qualifications by actively supporting their Operational unit in order to be considered competitive and qualified in-rate.



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5. AWOs qualify through an Aircrew Training Continuum (ACTC 100-500) process (Level 100 FRS Graduate, Level 200 Qual, Level 300 Positional Qual, Level 400 Positional Instructor, Level 500 WTI). Lack of achieving the ACTC Level 500 qualification should NOT be considered a detractor. Strict limitation of student quota assignments to Active-Duty candidates results in no availability for SELRES AWOs to be selected for attendance and attain WTI qualification.

6. Due to the limited availability of billets in geographical locations, it is not uncommon for SELRES AWOs to complete an entire career in one command or in one T/M/S community. AWOs do not follow a Sea/Shore rotation and are detailed based on NEC and Aircrew Qualifications. Due to the length of qualification time, it is not beneficial to the Navy Reserves to rotate AWOs between commands and platforms. Doing multiple tours in one command (Sea or Shore) should NOT be viewed as a detractor as long as the Sailor is fully qualified in assigned position and supporting the command's operational mission:

Tier 1: VP-30 SAU (FRS), VP-62, VP-69, VUP-19. Strong consideration should be given to candidates assigned to manned and unmanned flying billets in tier 1.

Tier 2: UAS/SRT. Favorable consideration should be given to candidates assigned to unmanned flying billets in tier 2.

Tier 3: TOC/MTOC. Consideration may also be given to candidates assigned to support billets in tier 3, with strongly documented active utilization of in-rate qualifications.

7. AWOs are required to attend CAT-III refresher training at the Fleet Replacement Squadron (VP-30) upon completion of duty not involving flying and satisfactorily complete a NATOPS evaluation to re-baseline their annual currency. AWOs are required to requalify positionally as ACTC LVL 300 within 12 months of assignment to Tier 1/Tier 2 billets and TMTU LVL 300 for Tier 3 billets in order to be considered positionally qualified.

8. AWOs shall be qualified as a Naval Aircrew Warfare Specialist (NAC) and shall be designated as an Enlisted Aviation Warfare Specialist (AW) or any other warfare designator based upon type of assignment.

9. TOC and MTOC's primary mission are to provide full mission support to maritime patrol and reconnaissance forces (MPRF) with a mobile, expeditionary command, control, communications, and computers, intelligence, surveillance, and reconnaissance (C4I) suite, at a Main Operating Base (TOC) or Forward Operating Site (MTOC). Reserve TOCs and MTOCs are both considered a sea duty billet due to the unit's structure.

10. In addition to operational duties, all AWOs are required to maintain minimum Naval Aircrew standards, as well as maintain a SECRET or higher security clearance. AWOs follow the traditional career path for Tactical Operations and are not eligible for maintenance qualifications (i.e. SFF/CDI/CDQAR/QAS/Maintenance Supervisor, etc.)

### 11. ACRONYMS SPECIFIC TO THE AW RATE INCLUDE:

AAS	Advanced Airborne Sensor
ACTC	Aircrew Training Continuum

- Level 100
  - FRS Graduate/Observer Qualification. FRS graduates arrive at the squadron as ACTC Level 100 possessing the G07A or G09A Operator NEC. (lowest qualification)
- Level 200
  - AAW2/SS2 - AAW2 is a tactical crew position responsible for sonobuoy management and tactical operator support.
  - EWO2 – EWO2 is a tactical crew position responsible for the utilization of RADAR, IFFI, EO/IR, sonobuoy management and Safety of Flight.



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- Level 300 (Positional Qualified)
  - AAW1/SS1 - AAW1 Positional Qualified. AAW1/SS1 is a senior AAW position responsible for tactical utilization of the acoustic system.
  - EWO1/SS3 - EWO1 Positional Qualified. EWO1/SS3 is a senior EWO position responsible for the tactical utilization of RADAR, EO/IR, and ESM/IFFI.
- Level 400 (Positional Instructor)
  - AAW1/EWO1 squadron instructors are responsible for qualifying ACTC 300s via PQS and can be recommended to serve as an ANI/NI by a Fleet NATOPS Evaluator (NE).
  - AAW1/EWO1 Squadron ANI/NIs evaluate and positionally qualify ACTC LVL 200/300 Aircrewmen and ACTC LVL 400/500 instructors. Squadron NIs evaluate and recommend ANIs.
  - AAW1/EWO1 FRS Instructors are all designated ANIs and can be recommended to serve as Fleet NATOPS Evaluators (NE).
- Level 500 (WTI)
  - WTI qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation flight / tactical qualifications. If attained on prior active duty, qualification utilization as a SELRES AWO should be well-documented with impact.\*
    - \*This qualification is unattainable for SELRES AWOs due to no allotted quotas for SELRES Aircrew.

ASTC:	Aviation Survival Training Command
ANI :	Assistant NATOPS instructor (Alternate)
ASW:	Anti-Submarine Warfare
CNAFR:	Commander, Naval Air Force Reserve
CPO:	Chief Petty Officer
CSEL:	Command Senior Enlisted Leader
EAWS:	Enlisted Aviation Warfare Specialist
ESMSUP:	Electronic Support Measures Supervisor
ESOP:	Electronic Support Operator
FIUTI:	Fleet Instructor Under Training
FRS:	Fleet Replacement Squadron
FSU:	Fleet Support Unit
IUSS:	Integrated Undersea Surveillance System
IUT:	Instructor Under Training
LCPO:	Leading Chief Petty Officer
LDO:	Limited Duty Officer
LPO:	Leading Petty Officer
LSRS:	Littoral Surveillance Radar System
MPO:	Mission Payload Operator
MPRA:	Maritime Patrol Reconnaissance Aircraft
MPRWS:	Maritime Patrol Reconnaissance Weapon School
MSW:	Maritime Support Wing
MTOC:	Mobile Tactical Operations Center
MTS:	Master Training Specialist
NACCS:	Naval Aircrew Candidate School
NAPP:	Naval Aviation Production Process
NASC:	Naval Aviation Schools Command – Pensacola
NATTC:	Naval Air Technical Training Command - Pensacola
NATOPS:	Naval Aviation Training Operations Procedures and Standardization
NAWS:	Naval Aircrew Warfare Specialist
NE:	NATOPS Evaluator (Fleet NATOPS Evaluator)
NI:	NATOPS Instructor (Primary)
NRPDC:	Navy Reserve Professional Development Center – New Orleans



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NSWG:	Naval Special Warfare Group
OCS:	Officer Candidate School
PO:	Petty Officer
QRC:	Quick Reaction Capability
SAU:	Squadron Augment Unit
SEA:	Senior Enlisted Academy
SEL:	Senior Enlisted Leader
SERE:	Survival, Evasion, Resistance, Escape
SIUTI:	FRS Staff Instructor Under Training Instructor
SWTI:	Squadron Weapons Tactics Instructor
TOC:	Tactical Operations Center
TMTc:	TACMOBILE Training Continuum (Level 300 Positional Qual, 400 Positional Instructors)

- Level 300 (Positional Qualified)
  - TOC Analyst - Supports operations through utilization of tactical display, environmental, acoustic, non-acoustic and associated equipment with an emphasis on operational application in support of P-8 Poseidon, MQ-4 Triton and associated family of systems
  - Watch Officer - E-7 and above qualification. Provides leadership and management control of Maritime Patrol and Reconnaissance Aircraft Weapon Systems Tactical Operations Center (TOC); Mobile Tactical Operations Center (MTOC) operational watch teams through employment of unique Command, Control, Communications, Computers; Intelligence (C4I) Systems
- Level 400 (Positional Instructor)
  - TOC Analyst Instructor - Trains, evaluates, and qualifies TOC Analysts
  - Watch Officer Instructor - E-7 and above qualification. Trains, evaluates, and qualifies Watch Officers and TOC Analysts

TSC:	Tactical Support Center
TTT:	TACMOBILE Training Team
UAS:	Unmanned Aircraft Systems
UAV:	Unmanned Aerial Vehicle
VP:	Patrol Squadron (P-3/P-8 platform)
VPU:	Patrol Squadron Special Projects
VQ:	Fleet Air Reconnaissance Squadron
VX0:	Air Test and Evaluation Squadron
VXS:	Scientific Development Squadron
WTI:	Weapons Tactics Instructor
WTU:	Weapons Tactics Unit

12. NECs held by AWOs:

700A:	Unmanned Aerial Vehicle (UAV) External Pilot
701A:	Unmanned Aerial Vehicle (UAV) Internal Pilot
702A:	Unmanned Aerial Vehicle (UAV) Payload Operator
777A:	Weapons and Tactic Instructor (1)
805A:	Instructor
812A:	Professional Development Instructor
838A:	NSW UAS Operator/Maintainer
8MTS:	Master Training Specialist
G03A:	MQ-4C Unmanned Aircraft System (UAS) Mission Payload Operator
G04A:	TacMobile Systems Operator
G06A:	P-3C Update III Acoustic Sensor Operator (1)
G07A:	P-8A Acoustic Systems Specialist Aircrewman
G08A:	P-3C Non-Acoustic Operator (1)



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G09A: P-8A Electronic Warfare Operator Aircrewman  
G41A: TacMobile Watch Officer

### **NEC Notes:**

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

### **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.*

**NOTE:** *Documented utilization of advanced in-rate qualifications and subject matter expertise. Members SHALL be qualified as an ACTC or TMTC LVL 400 or higher in order to be considered “Fully Qualified” for CPO. Aircrew who qualify as a Fleet NATOPS Evaluator, Fleet Replacement Squadron Instructor (VP-30 SAU), Primary NATOPS Instructor, Assistant NATOPS Instructor, CRM-I or Weapons and Tactics Instructor are considered “Best Qualified” and should receive favorable consideration. \*\*Aircrew assigned to SRT (NSW) are able to qualify as NATOPS Instructors/Evaluators for the RQ UAS system.*

#### 1. Sea Assignments (all)

- Should be assigned to a priority flying billet (Tier 1/2)
- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
- Shall be Enlisted Aviation Warfare Specialist qualified (EAWS)
- If assigned to a squadron, shall be qualified ACTC Level 400 (Positional Instructor) in assigned aircraft position (SS1, SS3, AAW1, EWO1, or MPO) and maintain minimum flight hours to be considered for CPO.
  - Shall have documented flight hours in block 43 of the Evaluation, minimum of 48 flight hours required to be operational.
- If assigned to an MTOC, shall be TOC/MTOC Analyst Instructor (TMTC LVL 400) qualified with documented effective utilization and operational unit support
- If Cross-Assigned into a flying Aircrew billet (VP-62, VP-69, VP-30, VUP-19, UAS) shall maintain flight currency and rating qualifications by actively supporting their Operational unit to be considered competitive and qualified
- If attached to SEAL Team billet, shall be qualified as a UAS Operator and should be qualified as UAS-I/E
- Documented utilization of advanced in-rate qualifications and subject matter expertise
  - Positional Instructor (ACTC Level 400)
  - NATOPS Instructor (NI or ANI)
  - NATOPS Evaluator (NE or FNE)
  - CRM Instructor (CRMI)
  - Fleet Replacement Squadron (FRS) Instructor
  - Fleet Instructor Under Training (FIUT) Instructor
  - Weapons and Tactics Instructor (WTI/ACTC Level 500)
  - TOC/MTOC Analyst Instructor (TMTC LVL 400)
- Excelling in leadership position as a Division or Department LPO with documented leadership in development
- Should be assigned as Leading Petty Officer (LPO) of Operations, NATOPS, or Aircrew Training
- Command Collateral duties with documented impact to command mission, retention and morale.
- 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.



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- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- 2. Shore Assignments (all)
  - Should be assigned to a priority flying billet (Tier 1/2)
  - Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
  - Shall be Enlisted Aviation Warfare Specialist qualified (AW)
  - If assigned to a squadron, shall be qualified ACTC Level 400 (Positional Instructor) in assigned aircraft position (SS1, SS3, AAW1, EWO1, or MPO) and maintain minimum flight hours to be considered for CPO.
    - Shall have documented flight hours in block 43 of the Evaluation, minimum of 48 flight hours required to be operational.
  - If assigned to a TOC, shall be TOC/MTOC Analyst Instructor (TMTL LVL 400) qualified with documented effective utilization
  - If Cross-Assigned into a flying Aircrew billet (VP-62, VP-69, VP-30, VUP-19, UAS) shall maintain flight currency and rating qualifications by actively supporting their Operational unit to be considered competitive and qualified
  - If assigned to the Fleet Replacement Squadron (FRS)/VP-30 SAU, shall be FRS Instructor qualified
  - If assigned instructor duty, shall be designated 805A NEC and shall attain Master Training Specialist (MTS) qualification
  - Documented utilization of advanced in-rate qualifications and subject matter expertise
    - Positional Instructor (ACTC Level 400)
    - NATOPS Instructor (NI or ANI)
    - NATOPS Evaluator (NE or FNE)
    - CRM Instructor (CRMI)
    - Fleet Replacement Squadron (FRS) Instructor
    - Fleet Instructor Under Training (FIUT) Instructor
    - Weapons and Tactics Instructor (WTI/ACTC Level 500)
    - TOC/MTOC Analyst Instructor (TMTL LVL 400)
  - Excelling in leadership position as a Division or Department LPO with documented leadership in development of subordinates to further command mission and vision
  - Command Collateral duties with documented impact to command mission, retention and morale
  - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, NATOPS, etc.)
  - First Class Petty Officer Association (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:** *Chief Petty Officer Leader Development Course (CPO-LDC) is a requirement for advancement to E8.*

1. Sea Assignments (all)
  - Shall be assigned to a priority flying billet (Tier 1/2)
  - Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
  - Shall be Enlisted Aviation Warfare Specialist qualified (AW)
  - If assigned to a squadron, shall be qualified ACTC Level 400 (Positional Instructor) in assigned aircraft position (SS1, SS3, AAW1, EWO1, or MPO) and maintain minimum flight hours to be considered for SCPO.
    - Shall have documented flight hours in block 41 of the Evaluation, minimum of 48 flight hours required to be operational.



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- If assigned to an MTOC, shall be Watch Officer Instructor (TMTC LVL 400) qualified with documented effective utilization and operational unit support
- If Cross-Assigned into a flying Aircrew billet (VP-62, VP-69, VP-30, VUP-19, UAS) shall maintain flight currency and rating qualifications by actively supporting their Operational unit to be considered competitive and qualified
- If attached to SEAL Team billet, shall be qualified as a UAS Operator and should be qualified as UAS-I/E
- Documented utilization of advanced in-rate qualifications and subject matter expertise
  - Positional Instructor (ACTC Level 400)
  - NATOPS Instructor (NI or ANI)
  - NATOPS Evaluator (NE or FNE)
  - CRM Instructor (CRMI)
  - Fleet Replacement Squadron (FRS) Instructor
  - Fleet Instructor Under Training (FIUT) Instructor
  - Weapons and Tactics Instructor (WTI/ACTC Level 500)
  - Watch Officer Instructor (TMTC LVL 400)
- Excelling in leadership position with documented leadership in development of subordinates to further command mission and vision.
- Due consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPO/SELs
- Favorable consideration should be given to those individuals who have made significant contributions to improvements of the AWO rating as well as professional development of Junior AWOs; PQS development and conference member, NATOPS development and conference member, 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
- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, NATOPS, etc.)
- Chief Petty Officer Association (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
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions

2. Shore Assignments (all)

- Shall be assigned to a priority flying billet (Tier 1/2)
- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
- Shall be Enlisted Aviation Warfare Specialist qualified (AW)
- If assigned to a squadron, shall be qualified ACTC Level 400 (Positional Instructor) in assigned aircraft position (SS1, SS3, AAW1, EWO1, or MPO) and maintain minimum flight hours to be considered for SCPO.
  - 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, shall be Watch Officer qualified with documented effective utilization
- If assigned to the Fleet Replacement Squadron (FRS), shall be FRS Instructor qualified
- If assigned instructor duty, shall be designated 805A NEC and shall attain Master Training Specialist (MTS) qualification



## AWO CAREER PATH SELECTED RESERVE (SELRES)



- If Cross-Assigned into a flying Aircrew billet (VP-62, VP-69, VP-30, VUP-19, UAS) shall maintain flight currency and rating qualifications by actively supporting their Operational unit to be considered competitive and qualified
- Documented utilization of advanced in-rate qualifications and subject matter expertise
  - Positional Instructor (ACTC Level 400)
  - NATOPS Instructor (NI or ANI)
  - NATOPS Evaluator (NE or FNE)
  - CRM Instructor Fleet Replacement Squadron (FRS) Instructor
  - Fleet Instructor Under Training (FIUT) Instructor
  - Weapons and Tactics Instructor (WTI/ACTC Level 500)
  - Watch Officer Instructor (TMTC LVL 400)
- Excelling in leadership position with documented leadership in development of subordinates to further command mission and vision
- Due consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPO/SELs
- Strong consideration should be given to those individuals who have made significant contributions to improvements of the AWO rating as well as professional development of Junior AWOs; PQS development and conference member, NATOPS development and conference member, 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
- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, NATOPS, etc.)
- Command 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
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership position

### **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 (all)
  - Shall be assigned to a priority flying billet (Tier 1/2)
  - Shall be Naval Aircrew Warfare Specialist (NAC) qualified
  - Shall be Enlisted Aviation Warfare Specialist (EAWS) qualified
  - Additional Warfare Qualifications should be taken into consideration
  - If assigned to a squadron, shall hold positional qualifications in aircraft – Crew Chief, Flight Engineer, Loadmaster, SS1, SS3, AAW1, EWO1, 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 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 with documented utilization and operational unit support



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- 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 quals (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
- 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

### 2. Shore Assignments (all)

- Shall be Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist qualified (EAWS)
- Additional Warfare Qualifications should be taken into consideration
- If assigned to a squadron, shall hold positional qualifications in aircraft – Crew Chief, Flight Engineer, Loadmaster, SS1, SS3, AAW1, EWO1, 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 with documented utilization
- 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 AWF/O/R/S with documented utilization of advanced quals (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
- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, NATOPS, etc.)



## AWO CAREER PATH SELECTED RESERVE (SELRES)



- 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 \(navy.mil\)](#)