



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



Naval Aircrewman Tactical Helicopter (AWR) belongs to a diverse community that is highly specialized to the platform to which they are assigned. AWR's operate various aircraft systems to support Anti-Submarine (ASW), Anti-Surface (ASUW), Search and Rescue (SAR), Combat Search and Rescue (CSAR), and Naval Special Warfare (NSW) missions onboard MH-60R aircraft. Members also serve as Unmanned Aerial Systems (UAS) pilots and payload operators.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AWCM	20.9 Yrs	CSEL	N/A	Billet: CSEL/Dept LCPO Duty: HSC/HSM/VUP/UAS/ MTOC/NATT/NSW Position: Crew Chief Qualification: NI/TOC Watch Officer/MTS/UAS Operator/ ACTC LVL III
23-26	AWCM AWRCS	20.9 Yrs 17.8	CSEL	N/A	Billet: CSEL/Dept LCPO Duty: HSC/HSM/VUP/UAS/ MTOC/NATT/NSW Position: Crew Chief/TacMobile Systems Operator Qualification: NI/TOC Watch Officer/MTS/UAS Operator/ACTC LVL III
20-23	AWCM AWRCS AWRC	20.9 Yrs 17.8 16.2	CSEL	N/A	Billet: CSEL/Dept LCPO Duty: HSC/HSM/VUP/UAS/ MTOC/NATT/NSW Position: Crew Chief/TacMobile Systems Operator Qualification: NI/TOC Watch Officer/MTS/UAS Operator/ACTC LVL III
16-20	AWRCS AWRC AWR1	17.8 Yrs 16.2 9.2	CWO, CSEL	N/A	Billet: CSEL/LCPO or LPO: Operations, NATOPS, Training Duty: HSC/HSM/VUP/UAS/MTOC/NSW Position: Crew Chief/TacMobile Systems Operator Qualification: NI/TOC Watch Officer/TOC Analyst/MTS/UAS Operator/ACTC LVL III
13-16	AWRCS AWRC AWR1	17.8 Yrs 16.2 9.2	OCS, LDO, CWO	N/A	Billet: CSEL/LCPO or LPO: Operations, NATOPS, Training Duty: HSC/HSM/VUP/UAS/ MTOC/NSW Position: Crew Chief/TacMobile Systems Operator/CV/TSC Watch Supervisor/ CV/TSC Watch Officer Qualification: NI/TOC Watch Officer/TOC Analyst/MTS/UAS Operator/ACTC LVL III



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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
9-13	AWR1 AWR2	9.2 Yrs 5.1	STA-21, OCS, LDO	N/A	Billet: LPO: Operations, NATOPS, Training, Tactics Duty: HSC/HSM/VUP/UAS/ MTOC/NSW Position: SWTI/Crew Chief/ FRS Instructor/UAS Operator/TacMobile Systems Operator/ CV/TSC Watch Supervisor/ CV/TSC Watch Officer Qualification: NI/UAS/TOC/ TOC Analyst/MTS/UAS Operator/ ACTC LVL 3
6-9	AWR1 AWR2 AWR3	9.2 Yrs 5.1 1.4	STA-21, OCS, Naval Academy	N/A	Billet: Operations/NATOPS/ Training/Tactics/Student Control/ Curriculum/Instructor Duty: HSC/HSM/VUP/ UAS/MTOC/NACCS/ NSW Duty: Instructor: "A" School, FRS, ARSS/SRSS, Weapons/Tactics, Water Survival/TOC/HX/VX/ NAWCAD System Development/ Station SAR/ HT Aircrew/MTOC/ CV/TSC Qualification: NI/TOC/TOC Analyst/TSC SUPERVISOR/UAS Operator/MTS/NSW Mentor/ACTC LVL 3
1-6	AWR2 AWR3	5.1 Yrs 1.4	STA-21, OCS, Naval Academy	N/A	Billet: Aircrewman/Operations/ NATOPS/Training/Tactics/Student Control/Curriculum/SAR Standardization Duty: HSC/HSM/VUP/UAS/ MTOC/NACCS/NSW Qualifications: NAWS/EAWS/ NATOPS/SAR/Sensor Operator/ Rescue Crew Chief/ANI/NI/UAS Operator/TOC Analyst/TSC/ACTC LVL 2 or 3
1+/-	AWR3 AWRAN AWRAA Accession Training	1.4Yrs 9 Months		N/A	Recruit Training/NACCS/RSS/ NASC/FRS/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/AWS/AWO/AWR merge at the Master Chief paygrade.
3. Upon completion of initial training pipelines, AWRs are typically close-looped detailed by NEC/platform until there is no longer a need for that NEC.



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4. Member must volunteer for duty involving flying.
5. Must attend refresher training at a Fleet Replacement Squadron if member was assigned to duties not involving flying. Must also comply with annual NATOPS evaluations and annual Search and Rescue evaluations.
6. Career enhancing billets or tours and special qualifications include: FRS Instructor, Wing Weapons School / Weapons Tactics Unit Instructor, Squadron, Recruiting, NACCS, SAR School, and A School.
7. In addition to operational duties, all AWs are required to maintain minimum Naval Aircrew standards as well as maintain a SECRET or higher security clearance.
8. ACRONYMS SPECIFIC TO THE AW RATE INCLUDE:

ACTC	Air Combat Training Continuum
AERR	Advancement Exam Readiness Review
AGI	Aerial Gunner Instructor
AIRR	Aviation Rescue Swimmer
ALSS	Aviation Life Support Systems
ANI	Assistant NATOPS Instructor
ASI	Assistant SAR Instructor
ARSS	Aviation Rescue Swimmer School
ATG	Afloat Training Group
ATS	Afloat Training Specialist
AVO	Air Vehicle Operator
CNATT	Center for Naval Aviation Technical Training
CNRC	Commander, Navy Recruiting Command
CV-TSC	Carrier Tactical Support Center
EAWS	Enlisted Aviation Warfare Specialist
ECM	Enlisted Community Manager
ENARG	Enablers Naval Aviation Requirements Group
FRR	Fleet Readiness Review
FRS	Fleet Replacement Squadron
HPPR	Human Performance Readiness Review
HSC	Helicopter Sea Combat Squadron
HSM	Helicopter Strike Maritime Squadron
IPT	Integrated Product Team
IUSS	Integrated Undersea Surveillance System
IUT	Instructor Under Training
HARP	Helicopter Aircrew Readiness Program
HT	Helicopter Training Squadron (Pilot Initial)
HX	Air Test and Evaluation Squadron
MPO	Mission Payload Operator
MTOC	Mobile Tactical Operations Center
MTS	Master Training Specialist
NACCS	Naval Aircrew Candidate School
NAPP	Naval Aviation Production Process
NASC	Naval Aviation Schools Command
NATOPS	Naval Aviation Training Operations Procedures and Standardization
NATTC	Naval Aviation Technical Training Center
NAVAIR	Naval Air Systems Command
NAWDC	Naval Aviation Warfighting Development Center
NAWS	Naval Aircrew Warfare Specialist
NI	NATOPS Instructor
NPC	Navy Personnel Command
NSO	Naval Special Operations
NSW	Naval Special Warfare



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NSWG	Naval Special Warfare Group
NUWDC	Naval Undersea Warfare Development Center
PAC/PARG	Production Alignment Conference/Production Alignment Requirements Group
RSS	Rescue Swimmer School
SAR	Search and Rescue
SARMM	Search and Rescue Model Manager
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
SERE	Survival, Evasion, Resistance and Escape
SI	SAR Instructor
SRSS	Surface Rescue Swimmer School
ST	SEAL Team (SEAL Team 17/SEAL Team 18)
SWTI	SEAHAWK Weapons and Tactics Instructor
TACMASS	TacMobile Acoustic Support System
TRR	Training Readiness Review
UAS	Unmanned Aircraft Systems
VUP	Unmanned Patrol Squadron
VX	Air Test and Evaluation Squadron
VXS	Scientific Development Squadron
WTI	Weapons and Tactics Instructor
WWS	Wing Weapons School

9. AWRs 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.

10. NECs held by SELRES AWRs:

713B: AN/SQQ-34C (V) 2 Aircraft Carrier Tactical Support Center (CV-TSC) Operator  
776A: Naval Aircrewman (Special Assignment)<sup>1</sup>  
777A: Weapons and Tactics Instructor<sup>2</sup>  
805A: Instructor  
838A: NSW UAS Operator/Maintainer  
8MTS: Master Training Specialist  
G01A: HH-60H Utility Aircrewman  
G02A: Helicopter Search and Rescue Aircrew Swimmer  
G03A: MQ-4C Unmanned Aircraft System (UAS) Mission Payload Operator  
G11A: MH-60R Multi Mission Helicopter Aircrewman  
G12A: SH-60F/HH-60H Multi-Sensor Operator  
G34A: MH-60S Multi-Mission Helicopter Aircrewman  
G46A: SH-60B Multi-Sensor Operator  
G30A: MQ-8B/C Mission Payload Operator (MPO)

**NEC Notes:**

(1) 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).

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

11. HSM Qualification Levels (ACTC):

Level I	FRS Graduate – initial assignment to fleet squadron (lowest qualification)
Level II	Sensor Operator – qualified within nine months of squadron check-in and can operate alone in operational environment
Level III	Fully Qualified Sensor Operator – can conduct Level 2 and Level 3 syllabus training (first tour and CNAF-M 3710.7 qualified)



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Level IV    Tactical SME – selected and designated by CO to instruct all assigned missions  
Level IV-I Instructor/Evaluator – graduate of NSAWC SWTI course and awarded 777A NEC  
Level V    Standardization SME – graduate of NSAWC SWTI course and assigned to Weapons School or NSAWC and awarded 777A NEC (highest qualification)

**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 (all)**

- Shall be Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist (EAWS) qualified
- If assigned to a squadron, shall hold positional qualifications in aircraft – T/M/S Operator, ACTC LVL III (at a minimum), Search and Rescue Swimmer and maintain currency and flight hours
  - Shall have documented flight hours in block 41/43 of the Evaluation, minimum of 48 flight hours required to be operational.
- Should be Enlisted Surface Warfare Specialist qualified (ESWS) if previously assigned to CV/TSC
- If attached to VUP or SEAL Team billet, shall be qualified as a UAS Operator (AVO/MPO). If assigned to SEAL Team, should be Enlisted Expeditionary Warfare Specialist qualified (EXW).
- Qualified as a NATOPS Instructor, Assistant NATOPS Instructor, SAR Instructor, Assistant SAR Instructor, Standardization Instructor, or Evaluator in assigned seat position
- Should be assigned as Leading Petty Officer (LPO) of Operations, Training, or Tactics
- 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.
- Command Collateral Duties with documented impact.
- SEAHAWK Weapons and Tactics Instructor (SWTI) – ACTC LVL IV-I and above. SWTI qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation flight / tactical qualifications

**2. Shore Assignments (all)**

- Shall be Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist (EAWS) qualified
- If assigned to a squadron, shall hold positional qualifications in aircraft – T/M/S Operator, ACTC LVL III (at a minimum), Search and Rescue Swimmer and maintain currency and flight hours
  - Shall have documented flight hours in block 43 of the Evaluation, minimum of 48 flight hours required to be operational.
- If attached to VUP or SEAL Team billet, shall be qualified as UAS Operator (AVO/MPO). If assigned to SEAL Team, should be Enlisted Expeditionary Warfare Specialist qualified (EXW).
- If assigned to MTOC/TOC, shall have completed the TACMASS PQS
- Should show active support to Training UIC assigned
- Should be assigned as Leading Petty Officer (LPO) of Operations, Training, or Tactics departments
- 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.
- Command Collateral Duties with documented impact.
- If assigned instructor duty, should be designated 805A NEC and qualified Master Training Specialist (MTS)
- If assigned to MTOC/TOC, should have completed the TACMASS PQS



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### **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 Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist (EAWS) qualified
- Should be Enlisted Surface Warfare Specialist qualified (ESWS) if previously assigned to CV/TSC
- If assigned to a squadron, shall hold positional qualifications in aircraft – T/M/S Operator, ACTC LVL III (at a minimum), 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 attached to VUP or SEAL Team billet, shall be qualified as a UAS Operator (AVO/MPO). If assigned to SEAL Team, should be Enlisted Expeditionary Warfare Specialist qualified (EXW).
- Should be assigned as Leading Chief Petty Officer (LCPO) of Operations, Training, or Tactics departments
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Active in Community Management
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Command Collateral duties with documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SEAHAWK Weapons and Tactics Instructor (SWTI) – ACTC LVL IV-I and above. SWTI qualification is not required for advancement to E-8 but is considered to be the pinnacle of aviation flight / tactical qualifications
- 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.

#### **2. Shore Assignments (all)**

- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
- Shall be Enlisted Aviation Warfare Specialist qualified (EAWS)
- If assigned to a squadron, shall hold positional qualifications in aircraft – T/M/S Operator, ACTC LVL III (at a minimum), 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 attached to VUP or SEAL Team billet, shall be qualified as a UAS Operator (AVO/MPO). If assigned to SEAL Team, should be Enlisted Expeditionary Warfare Specialist qualified (EXW).
- If assigned to MTOC/TOC, shall have completed the TACMASS PQS
- Should be assigned as Leading Chief Petty Officer (LCPO) of Operations, Training, or Tactics departments or assigned as a Command SEL
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Aircrew Community Working Group Involvement / Community Wide Impacts
- 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.
- Command Collateral duties with documented impact.



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- If assigned at instructor duty, should be designated 805A NEC and qualified Master Training Specialist (MTS)
- 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.

#### **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 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
- 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 SEAL Team, should be Enlisted Expeditionary Warfare Specialist qualified (EXW).
- 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 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
- 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
- Senior Enlisted Academy or other service equivalent (Required)



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