



AWS CAREER PATH  
SELECTED RESERVE (SELRES)



NAVAL AIRCREWMAN, HELICOPTER (AWS) belongs to a diverse community that is highly specialized to the platform to which they are assigned. AWSs support and perform full spectrum maritime operations in open-ocean and littoral environments. AWSs are experts in fleet tactics, detailed mission planning, advanced weapons tactics, tactical communications, advanced carrier, amphibious, littoral aviation operations, long-range, over the horizon combat logistics, tactical combat medicine, patient movement/transport, and intelligence operations. AWSs are responsible for the planning and operation of various aircraft systems in the execution of Personnel Recovery in both contested and non-contested environments, Anti-Surface Warfare (ASUW), Naval Special Warfare (NSW), Airborne Mine Countermeasure (AMCM), Organic Airborne Mine Countermeasures (OAMCM), and Logistic missions onboard MH-60S and MH-53 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	22.4 Yrs	CSEL	N/A	<p><b>Billet:</b> CSEL/Dept LCPO Community: HSC/HM/UAS/NATTC/NSW</p> <p><b>Advanced Qualification:</b> NI/MTS/ACTC LVL III/WTLR STAN/UAS I/E/Mission</p> <p><b>Community Professional Development:</b> AIRR Recruiting Team Member AERR Selection Board Member Community Conferences</p>
23-26	AWCM AWSCS	22.4 Yrs 21.6 Yrs	CSEL	N/A	<p><b>Billet:</b> CSEL/Dept LCPO Community: HSC/HM/UAS/NATTC/NSW</p> <p><b>Advanced Qualification:</b> NI/MTS/ACTC LVL III/WTLR STAN/UAS I/E/Mission Commander</p> <p><b>Community Professional Development:</b> AIRR Recruiting Team Member AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy</p>
20-23	AWCM AWSCS AWSC	22.4 Yrs 21.6 Yrs 18.3 Yrs	CSEL	N/A	<p><b>Billet:</b> CSEL/Dept LCPO Community: HSC/HM/UAS/NATTC/NSW</p> <p><b>Advanced Qualification:</b> NI/MTS/ACTC LVL III/WTLR STAN/UAS I/E/Mission</p> <p><b>Community Professional Development:</b> AIRR Recruiting Team Member AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy</p>
16-20	AWS CS AWSC AWS1	21.6 Yrs 18.3 Yrs 9.3 Yrs	CSEL Seal Team	N/A	<p><b>Billet:</b> CSEL/Dept LCPO/LPO Community: HSC/HM/UAS/NATTC/NSW</p> <p><b>Advanced Qualification:</b> NI/MTS/ACTC LVL III/WTLR STAN/UAS I/E/Mission</p> <p><b>Community Professional Development:</b> AIRR Recruiting Team Member AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy</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
13-16	AWSC AWS1	18.3 Yrs 9.3 Yrs	OCS LDO MECP Seal Team	N/A	<b>Billet:</b> Dept LCPO/LCPO/LPO Community: HSC/HM/UAS/NATTC/NSW <b>Advanced Qualification:</b> NI/MTS/ACTC LVL III/WTLR STAN/UAS I/E/Mission <b>Community Professional Development:</b> AIRR Recruiting Team Member AERR Selection Board Member Selection Board Recorder Community Conferences Senior Enlisted Academy
9-13	AWSC AWS1 AWS2	18.3 Yrs 9.3 Yrs 2.9 Yrs	STA-21 OCS LDO MECP Seal Team Naval Academy NROTC	N/A	<b>Billet:</b> LCPO/LPO/Supervisor/ Community: HSC/HM/UAS/NATTC/NSW <b>Basic Qualification:</b> ACTC LVL 3, TCCC 2, UAS Operator <b>Advanced Qualification:</b> I/E/Mission Commander, WTLR STAN <b>Mission Specific Qualification:</b> AMCM, MPO, MIW, WTLR <b>Voluntary Cert:</b> EMT-B/A/Paramedic
6-9	AWS1 AWS2 AWS3	9.3 Yrs 2.9 Yrs 1.3 Yrs	STA-21 OCS LDO MECP Naval Academy NROTC	N/A	<b>Billet:</b> LPO/Supervisor Community: HSC/HM/UAS/NATTC/NSW <b>Basic Qualification:</b> ACTC LVL 3, MTS, UAS Operator, ANI/ASI, TCCC 2 <b>Advanced Q:</b> NI, CRMI, SAR PO, ACTC SAMI/ESAMI, High Risk TSO <b>Mission Specific Q:</b> AMCM, MPO, MIW, WTLR <b>Voluntary Cert:</b> EMT-B/A/Paramedic
1-6	AWS2 AWS3	2.9 Yrs 1.3 Yrs	STA-21 OCS MECP Naval Academy NROTC	N/A	<b>Billet:</b> LPO/Supervisor Community: HSC/HM/UAS/NATTC/NSW <b>Basic Qualification:</b> ACTC LVL 2, NAWS, EAWS, TCCC 2, UAS Operator <b>Advance Qualification:</b> ACTC LVL 3, ESWS, ANI, CRMF, ASI <b>Collateral:</b> Supervisor for AIRCREW/OPS/TRNG/TACTICS <b>Mission Specific Q:</b> AMCM, MPO, MIW, WTLR <b>Voluntary Cert:</b> EMT-B/A/Paramedic
1-2+/-	AWS3 AWSAN AWSAA Accession Training	3.7 Yrs 9 Months		N/A	Recruit Training/NACCS/ARSS/FRS and all schools or training events required to be completed prior to reporting to their first operational command



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**Notes:**

1. "A" school required.
2. Member must volunteer for duty involving flying.
3. Upon completion of initial training pipelines, AWSs are typically close-looped detailed by NEC/platform until there is no longer a need for that NEC. Due to Fleet manning priorities, only minimal AWSs are provided the opportunity to pursue shore duty outside of their respective community such as RDC and Navy Recruiting.
4. In addition to operational duties, all AWS's are required to maintain minimum Naval Aircrew standards as well as maintain a SECRET or higher security clearance.
5. Must attend refresher training at a Fleet Replacement Squadron if member was assigned to duties not involving flying for a period of greater than 12 months.
6. Air Combat Training Continuum qualifications (ACTC/SWTP) SHALL be listed in block 29 of evaluation (2025 and beyond). Documentation of flight time shall be listed in block 29 (2026 and beyond) for Sailors assigned to flying billets to ensure they are maintaining proficiency, currency and tactical acumen while continuing to train the next generation. Sailors who do not complete the minimum requirement of 48 hours should submit justification (LIMDU/DOWN CHIT/NPQ) to the board. Those that do not meet the minimum requirement who do not have appropriate justification should NOT receive favorable consideration for advancement.
7. Career enhancing billets or tours and special qualifications include: ACTC LVL II/III, FRS Instructor, WTLR, HT Qualified Observer, UXW, NSW, NACCS, SAR School, and A School. Weapons School/Weapons, Tactics Unit Instructor possible through AC2RC sailors.
8. Some expeditionary commands have additional mission sets (AMCM) that may require aircrew to complete up to two additional syllabi. In addition to normal MH-60S ACTC Sailors assigned to these commands can obtain Mine Warfare (MIW) LVL II and LVL III.
9. **Consecutive non-flying tours are not desirable.**
10. HSC ACTC Qualification Levels:
  - Level 1 Qualified in all aircraft systems, normal procedures, CRM, and all crew served weapons.
  - Level 2 Qualified in all aircraft systems and crew served weapons and can perform all mission duties in any operating environment.
  - Level 3 Capable of providing tactical leadership in requisite mission areas and demonstrates the requisite standardization and leadership to conduct level 2 and level 3 training.
  - Level 4 Qualified with an advanced knowledge of tactical doctrine, theory, and operational employment of the aircraft in all environments. Ground school required prior to designation. Capable of making ACTC designation recommendations to the CO.
  - Level 5 Qualified Weapons and Tactics Instructor (WTI). WTIs are formally trained instructors and tactical leaders who integrate advanced air combat Tactics, Techniques, and Procedures (TTP) in mission planning, execution, combat tactics, and instructor training. Completion of SEAWOLF WTI course and receipt of 777A NEC required.
11. NSW Specific:
  - **Combat Service Support** NEC required 854A (5306) - Entry-level qualification to provide NSW support.
  - **Combat Support\*** NEC required 837A (5307) - Reserved for mature personnel integrating with SEAL combat elements and supersedes 854A.
  - **Mission Commander** NEC required 838A (5308) - Expected SME for Mission Planning and UAS operations, Pinnacle qualification.
  - EXW qualified, should be a detractor if not obtained later within 30 months, 12 months requal for additional NSW tour.



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12. ACRONYMS SPECIFIC TO THE AWS RATE INCLUDE:

ACTC	Air Combat Training Continuum
AERR	Advancement Exam Readiness Review
AIRR	Aviation Rescue Swimmer
ALSS	Aviation Life Support Systems
AG	Aerial Gunner
AGI	Aerial Gunnery Instructor
ALMDS	Airborne LASER Mine Detection System
AMNS	Airborne Mine Neutralization System
ANI	Assistant NATOPS Instructor
ARG	Amphibious Ready Group
ASI	Assistant SAR Instructor
ATC	Advance Training Command
ATG	Afloat Training Group
ATM	Assessment Team Member
ATS	Afloat Training Specialist
AVO	Air Vehicle Operator
BLS	Basic Life Support
CAG	Commander, Air Group
CAV	Command Assist Visit
CNATT	Center for Naval Aviation Technical Training
CNRC	Commander, Navy Recruiting Command
CPRI	Cardiopulmonary Resuscitation Instructor
CRM	Crew Resource Management
CRMI	Crew Resource Management Instructor
CSG	Carrier Strike Group
CSS	Combat Service Support
CSCombat	Combat Support
CVW	Carrier Air Wing
DMO	Distributed Maritime Operations
DRRS-S	Defense Readiness Reporting System-Strategic
EABO	Expeditionary Advanced Basing Operations
ECM	Enlisted Community Manager
EMT	Emergency Medical Technician
ENARG	Enablers Naval Aviation Requirements Group
ESAMI	Expeditionary Small Arms Marksmanship Instructor
ESG	Expeditionary Strike Group
EXW	Expeditionary Warfare Specialist
FRR	Fleet Readiness Review
FRS	Fleet Replacement Squadron
HARP	Helicopter Advanced Readiness Program
HSC	Helicopter Sea Combat Squadron
HSM	Helicopter Strike Maritime
HPRR	Human Performance Readiness Review
HM	Helicopter Mine Countermeasures Squadron
HT	Helicopter Training Squadron (Pilot Initial)
HX	Air Test and Evaluation Squadron
IMP	In-Service Management Panel
JQR	Job Qualification Requirements
JTAC	Joint Terminal Attack Controller
ILSMT	Integrated Logistics Support Management Team
IPT	Integrated Product Team
LFE	Large Force Exercise



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MAWTS-1	Marine Aviation Weapons and Tactics Squadron One
MC	Mission Commander
MIW	Mine Interdiction Warfare
MPO	Mission Payload Operator
MTS	Master Training Specialist
NACCS	Naval Aircrew Candidate School
NAPP	Naval Aviation Production Process
NASC	Naval Aviation Schools Command
NATOPS	Naval Air Training Operations Procedures and Standardization
NAVAIR	Naval Air Systems Command
NAWDC	Naval Aviation Warfighting Development Center
NAWS	Naval Aircrew Warfare Specialist
NITE	Night Imaging and Threat Evaluation
NPC	Navy Personnel Command
NSC	Naval Safety Command
NSO	Naval Special Operations
NSW	Naval Special Warfare
NSWDG	Naval Special Warfare Development Group
NSWG	Naval Special Warfare Group
PAC/PARG	Production Alignment Conference / Production Alignment Requirements Group
RSS	Rescue Swimmer School
SAR	Search and Rescue
SARMM	Search and Rescue Model Manager
SEAD	Senior Enlisted Action Directorate
SERE	Survival Evasion Resistance and Escape
SHARP	Sierra Hotel Aviation Readiness Program
SRSS	Surface Rescue Swimmer School
SRT	Special Reconnaissance Team
SSWG	Safety Systems Working Group
SWTI	Squadron Weapons and Tactics Instructor
SAMI	Small Arms Instructor

13. AWSs 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.

14. NECs held by SELRES AWSs:

776A:	Naval Aircrewman (Special Assignment) <sup>1</sup>
805A:	Instructor
838A:	NSW UAS Operator/Maintainer
G01A:	HH-60H Utility Aircrewman
G02A:	Helicopter Search and Rescue Aircrew Swimmer
G03A:	MQ-4C Unmanned Aircraft System (UAS) Mission Payload Operator
G12A:	SH-60F/HH-60H Multi-Sensor Operator
G13A:	MH-53 Airborne Mine Countermeasures (AMCM) Aircrewman
G34A:	MH-60S Multi-Mission Helicopter Aircrewman
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 (ie. SEAL Team, UAV, UAS) cannot earn aircrew designation (NAC).



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15. HSC Qualification Levels (ACTC):

Level I:	FRS Graduate - Warfare Qualification
Level II:	Position Qualification - Utility Crewman - Assistant SAR/NATOPS PO
Level III:	1st tour expectation - PQS Qualifier - SAR / NATOPS PO
AGI:	1st tour possible - Standardization - SAR / NATOPS PO
Level IV:	Instructor screen - NEC awarded school required 777A - expected SME for Mission Planning.
Level V:	Instructor screen - NEC awarded school required 777A - expected SME for Mission Planning
FRS Instructor:	Instructor screen - NEC awarded school required 805A - initial accession management

16. HM Qualification Levels (ACTC):

Level I:	FRS Graduate - Warfare Qualification
Level II:	Position Qualification - Utility Crewman - OPS/ NATOPS/Training PO
Level III:	PQS Qualifier- Tactics/OPS/NATOPS/Training PO
Level IV:	Instructor screen - SME for Mission Planning. FRS Instructor -- NEC awarded school required 805A - initial accession management
Level V:	Instructor screen - SME for Mission Planning
FRS Instructor:	Instructor screen - NEC awarded school required 805A - initial accession management / AMCM WTI with Wing Weapons School

**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. Due consideration should be given to **Fully Qualified** and **Best Qualified** members of the AWS community who recently converted from another rating that were **Fully Qualified** and demonstrated Sustained Superior Performance in the previous rating.
2. Sea Assignments (all)
  - Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
  - Should be Enlisted Aviation Warfare Specialist qualified (EAWS)
  - Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact For Fleet HSC Sea Duty assignments (Effective JAN 2024):
    - ACTC LVL 2 / WTLR Crewman -“Qualified”
    - ACTC LVL 3 -“Fully Qualified”
    - WTLR STAN -“Best Qualified”
  - Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LPO:
    - HSC/HM:
      - (i) AIRCREW LPO (Considered the pinnacle assignment for an AWS at sea)
      - (ii) OPS LPO
      - (iii) TRAINING LPO
      - (iv) TACTICS LPO
      - (v) SAFETY LPO
      - (vi) DETACHMENT LPO



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- Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV).  
\*\*Inspection cycles differ from program to program; all programs may not have been observed in a single period\*\*
- Upper-level designations that may be documented as Command Collateral Duties due to the nature of importance and unit impact:

- NATOPS Instructor, CRM-I/F, responsible for Squadron NATOPS program
- SAR PO, responsible for Squadron SAR Standardization program

- Documentation of command collaterals with impact, professional certifications, off-duty education, involvement in the FCPOA, Sailor 360, and members of the AIRR Recruiting Team focusing on new accessions and growth of the community should receive favorable consideration.

### 3. Sea Duty Special Programs (NSWDG/SRT/NSW) assigned personnel:

- Due to the nature of NSW pipelines, individuals may or may not have completed the base level qualification per their directorate or department i.e. (JTAC, UAS Operator, TSD Tech, etc.). Refer to ACTC level qualifications from their previous tour for **Q/FQ/BQ**
  - NSWDG SOF JTAC - **“Fully Qualified”**
  - NSWDG SOF JTAC Instructor / Evaluator - **“Best Qualified”**.
  - Seal Team - UAS Operator -**“Qualified”**
  - Seal Team - UAS Instructor/Evaluator\*\* -**“Fully Qualified”**.
  - Seal Team– Mission Commander Designation -**“Best Qualified”**.

### 4. Shore Assignments (all)

- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
- Should be Enlisted Aviation Warfare Specialist (EAWS) or Enlisted Expeditionary Warfare Specialist (EXW) as per Duty assignment.
- Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact
  - For Fleet HSC Sea Duty assignments (Effective JAN 2024):
    - ACTC LVL 2 / WTLR Crewman -**“Qualified”**
    - ACTC LVL 3 -**“Fully Qualified”**
    - WTLR STAN -**“Best Qualified”**
  - Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LPO:
    - HSC/HM:
      - AIRCREW LPO (Considered the pinnacle assignment for an AWS at sea)
      - OPS LPO
      - TRAINING LPO
      - TACTICS LPO
      - SAFETY LPO
      - DETACHMENT LPO
  - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV).  
\*\*Inspection cycles differ from program to program; all programs may not have been observed in a single period\*\*
  - Upper-level designations that may be documented as Command Collateral Duties due to the nature of importance and unit impact:
    - NATOPS Instructor, CRM-I/F, responsible for Squadron NATOPS program
    - SAR PO, responsible for Squadron SAR Standardization program
  - Documentation of command collaterals with impact, professional certifications, off-duty



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education, involvement in the FCPOA, Sailor 360, and members of the AIRR Recruiting Team focusing on new accessions and growth of the community should receive favorable consideration.

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

### **Considerations for advancement from E7 to E8**

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

1. At least two warfare pins are required to be considered for advancement.
2. Sea Assignments (all)
  - Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact
    - For Fleet HSC Sea Duty assignments (Effective JAN 2024):
      - ACTC LVL 2 / WTLR Crewman -“Qualified”
      - ACTC LVL 3 -“Fully Qualified”
      - WTLR STAN -“Best Qualified”
    - Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LCPO:
      - HSC/HM:
        - AIRCREW Dept LCPO (Traditionally an E-8 billet)
        - OPS LCPO (Considered the pinnacle assignment for an AWS at sea)
        - TRAINING LCPO
        - TACTICS LCPO
        - SAFETY LCPO
        - DET LCPO / SEL
      - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV).  
\*\*Inspection cycles differ from program to program; all programs may not have been observed in a single period. \*\*
      - Documentation of command collaterals with impact, professional certifications, off-duty education, involvement in the CPOA, Sailor 360, and members of the AIRR Recruiting Team focusing on new accessions and growth of the community should receive favorable consideration.
      - Documentation of major command and community impact and involvement should receive favorable consideration for advancement.
      - Major command impact/leadership
      - Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, FRS Curriculum IPT, NAPP PAC, ILSMT, RRL, NHA/SARMM Symposium, and Tactics Continuum)
      - Managing ACTC qualifications, DRRS-S requirements, and AWS manning levels
  - 3. Sea Duty Special Programs (NSWDG/SRT/NSW)
    - Due to the nature of NSW pipelines, individuals may or may not have completed the base level qualification per their directorate or department i.e. (JTAC, UAS Operator, TSD Tech, etc). Refer to ACTC level qualifications from their previous tour for **Q/FQ/BQ**
      - NSWDG SOF JTAC - “Fully Qualified”
      - NSWDG SOF JTAC Instructor / Evaluator - “Best Qualified”
      - SRT - UAS Operator -“Qualified”
      - SRT - UAS Instructor/Evaluator\*\* -“Fully Qualified”



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- SRT – Mission Commander Designation – “**Best Qualified**”.
- Members meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LCPO w/ impact
- Back-to-back sea assignments are not to be looked at negatively
- SEA/SEL roles, noting time served and impact

4. Shore Assignments (all)

- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
- Shall be Enlisted Aviation Warfare Specialist (EAWS) or Enlisted Expeditionary Warfare Specialist (EXW) as per Duty assignment.
- Additional Warfare Qualifications should be taken into consideration
- Senior Enlisted Academy or other service equivalent
- Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact

- For Fleet HSC Sea Duty assignments (Effective JAN 2024):
  - ACTC LVL 2 / WTLR Crewman - “**Qualified**”
  - ACTC LVL 3 - “**Fully Qualified**”
  - WTLR STAN - “**Best Qualified**”

- Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LCPO:
  - HSC/HM:
    - AIRCREW Dept LCPO (Traditionally an E-8 billet)
    - OPS DLCPO
    - TRAINING LCPO
    - TACTICS LCPO
    - SAFETY LCPO
    - DETACHMENT LCPO
  - Documentation of command collaterals with impact, professional certifications, off-duty education, involvement in the CPOA, Sailor 360, and members of the AIRR Recruiting Team focusing on new accessions and growth of the community should receive favorable consideration.
  - CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
  - If assigned instructor duty, should be designated 8MTS NEC (qualified Master Training Specialist (MTS)

### **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. At least two warfare pins are required to be considered for advancement
2. Graduation of the Senior Enlisted Academy is required for advancement



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### 3. Sea Assignments (all)

- Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact
- For Fleet HSC Sea Duty assignments (Effective JAN 2024):
  - ACTC LVL 2 / WTLR Crewman -“Qualified”
  - ACTC LVL 3 -“**Fully Qualified**”
  - WTLR STAN -“**Best Qualified**”
- Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LCPO:
  - HSC/HM:
    - AIRCREW Dept LCPO (Traditionally an E-8 billet)
    - OPS LCPO (Considered the pinnacle assignment for an AWS at sea)
    - TRAINING LCPO
    - TACTICS LCPO
    - SAFETY LCPO
    - DET LCPO / SEL
  - Successful completion of a Unit Inspection cycle (TYCOM NATOPS / SAR / HARP / CAV).  
\*\*Inspection cycles differ from program to program; all programs may not have been observed in a single period. \*\*
  - Leading in the Mess / Sailor 360 / CPOA involvement / AIRR Recruiting Team focus is new accessions and growth of community
  - Documentation of major command and community impact and involvement should receive favorable consideration for advancement.
  - Major command impact/leadership
  - Major community impact/leadership (Selection Board Member or Recorder, SEAT, TRR/HPRR, ENARG, FRR, AERR, ALSS IMP, NATOPS Conference, NHA/SARMM Symposium, FRS Curriculum IPT, NAPP PAC, ILSMT, RRL, and Tactics Continuum)
  - Managing ACTC qualifications, DRRS-S requirements and AWS manning levels

### 4. Sea Duty Special Programs (NSWDG/SRT/NSW)

- Due to the nature of NSW pipelines, individuals may or may not have completed the base level qualification per their directorate or department i.e. (JTAC, UAS Operator, TSD Tech, etc). Refer to ACTC level qualifications from their previous tour for **Q/FQ/BQ**
- NSWDG SOF JTAC - “Fully Qualified”
- NSWDG SOF JTAC Instructor / Evaluator - “Best Qualified”
- SRT - UAS Operator -“Qualified”
- SRT - UAS Instructor/Evaluator\*\* -“Fully Qualified”
- SRT – Mission Commander Designation -“Best Qualified”.
- Members meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LCPO w/ impact
- The following conditions ARE considered favorable for advancement and ARE recommended:
  - Back-to-back sea assignments are not to be looked at negatively
  - SEA/SEL roles, noting time served and impact

### 5. Shore Assignments (all).

- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified



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- Should Shall be Enlisted Aviation Warfare Specialist (EAWS) or Enlisted Expeditionary Warfare Specialist (EXW) as per Duty assignment.
- Additional Warfare Qualifications should be taken into consideration
- Documentation of utilization of advanced in-rate qualifications and Rating / Community Impact
  - For Fleet HSC Sea Duty assignments (Effective JAN 2024):
    - ACTC LVL 2 / WTLR Crewman -"Qualified"
    - ACTC LVL 3 -"Fully Qualified"
    - WTLR STAN -"Best Qualified"
  - Candidates meeting criteria for advancement must have excelled in a key leadership position as a Departmental or Divisional LCPO:
    - HSC/HM:
      - AIRCREW Dept LCPO
      - OPS DLCPO
      - TRAINING LCPO
      - TACTICS LCPO
      - SAFETY LCPO
      - DETACHMENT LCPO
    - Documentation of command collaterals with impact, professional certifications, off-duty education, involvement in the CPOA, Sailor 360, and members of the AIRR Recruiting Team focusing on new accessions and growth of the community should receive favorable consideration.
    - CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
    - If assigned instructor duty, should be designated 8MTS NEC (qualified Master Training Specialist (MTS)

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

Commissioning Programs - [Commissioning Programs \(navy.mil\)](#)

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