



AZ CAREER PATH
SELECTED RESERVE (SELRES)



Aviation Maintenance Administrationmen (AZ) perform a variety of clerical, administrative and managerial duties necessary to keep aircraft maintenance activities operating efficiently. The rating requires close communication with all other aviation maintenance ratings.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AZCM	25.33 Yrs	CSEL, 8CMC	(Note 2)	Billets Located: (Note 1-6) Senior Enlisted Academy (SEA)
22-26	AZCM AZCS	25.33 Yrs 18.33	CSEL, 8CMC/8CSC, SEA Faculty Advisor	(Note 2)	Billets Located: (Note 1-6, 9) SQD/SEA QUALS: Note 5/WARFARE/MTS NRC PQS/PC PQS/LEAN SIX SIGMA
18-22	AZCM AZCS AZC	25.33 Yrs 18.33 13.65	CWO, CSEL, 8CMC/8CSC, Instructor, SEA Faculty Advisor, RDC, CCS	(Note 2)	Billets Located: (Note 1-9) SQD / SEA / NAVMAC / NRC QUALS: Note 5/WARFARE/MTS NRC PQS/PC PQS/LEAN SIX SIGMA
14-18	AZCS AZC AZ1	18.33 Yrs 13.65 8.77	OCS, LDO, CWO, CSEL, SEA Faculty Advisor, RDC, CCS	(Note 2)	Billets Located: (Note 1-9) SQD / SAU / SEA / NAVMAC / NRC QUALS: Note 5/WARFARE/LEAN SIX SIGMA/PC PQS/NRC PQS/MTS
10-14	AZC AZ1 AZ2	13.65 Yrs 8.77 3.35	OCS, LDO, CSEL, RDC, Recruiting.	(Note 2)	Billets Located: (Note 1-7, 9) SQD / SAU / NAVMAC / NRC QUALS: Note 5/WARFARE
5-10	AZ1 AZ2 AZ3	8.77 Yrs 3.35 2.07	STA-21, LDO, RDC	(Note 2)	Billets Located: (Note 1-7) SQD / SAU / NRC QUALS: Note 5/WARFARE/MTS LEAN SIX SIGMA/PC PQS/NRC PQS
1-5	AZ2 AZ3	3.35 Yrs 2.07	STA-21, OCS	(Note 2)	Billets Located: (Note 1-9) SQD QUALS: Note 5/WARFARE /PC PQS/NRC PQS
1+-	AZAN AZAA Accession Training	9 Months		(Note 2)	Recruit Training (8 weeks) / "A" School (8 weeks).

NOTE:

1. This document provides baseline information and considerations as a career guide and personal/professional development, this is not all inclusive.
2. Detailing/rotation at the E7- E9 career point can be either sea or shore based on force detailing requirements/availability. For SELRES there is no established sea/shore rotation due to nature of contract requirements.
3. "A" School is not required.
4. AZ Rating requires a DONCAF adjudicated security clearance and **is not waivable**.
5. E6 & above SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
6. Timelines for attaining NECs vary due to nature of training, funding, and mission requirements. Navy Reservist Indicator (NR Ind): A – The NEC code is attainable by SELRES and is therefore assignable to



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SELRES personnel and manpower requirements with no restrictions. SELRES are able to complete training within three years of normal inactive duty training cycles of 48 regular drills and two weeks Annual Training. NR Ind: R – The NEC code cannot normally be attained by SELRES within three years or normal TRC A training cycles, but is assignable with restrictions to SELRES manpower requirements if SELRES already holding a NEC code in this category can maintain periodic recertification/requalification required for the NEC code within a normal, annual TRC A training cycle.

NECs held:

- 805A: Instructor (NR Ind: R)
- 724B: Aviation Maintenance Material Control Master Chief (NR Ind: A)
- 770B: Aviation Maintenance/Production Chief (NR Ind: A)
- F01A: F-18 Automated Maintenance Environment Operator (NR Ind: A)
- F02A: Optimized NALCOMIS System Administrator/Analyst OMA (NR Ind: R)
- F03A: Optimized NALCOMIS Database Administrator/Analyst IMA (NR Ind: R)
- 8MTS: Master Training Specialist (NR Ind: A)
- 8RDC: Recruit Division Commander (NR Ind: R)
- 812A: Professional Development Instructor (NR Ind: R)
- 8LDC: Chief Petty Officer Leadership Development Course Graduate

F02A/F03A NECs are billet/funding driven; may not be attainable by all AZ's

7. Advanced Leader Development Course H-570-4505 (ALDC), is a prerequisite for advancement to E-7.
8. Chief Petty Officer Leader Development Course H-570-4506 (CPO-LDC), is a prerequisite for advancement to E-8.
9. Senior Enlisted Academy (SEA) is a requirement for advancement to E-9. **SHALL NOT** be looked at as unfavorable for advancement to E-8, E-7 quotas for course are on a limited basis.
10. ACRONYMS INCLUDE:

ACOR:	Alternate Contracting Officer Representative	SEL:	Senior Enlisted Leader
GGFR:	Ground Government Flight Representative	SFF:	Safe for Flight
EAWS:	Enlisted Aviation Warfare	SQD:	Squadron
GGR:	Government Flight Representative	SFM:	Safe for Mission
CSEL:	Command Senior Enlisted Leader	NRC:	Naval Reserve Center
QAR:	Quality Assurance Representative	FRC:	Fleet Readiness Center
L&R:	Logs and Records	TPOC:	Technical Point of Contact
AMMT:	Aviation Maintenance Management Team	QA:	Quality Assurance
RTC:	Recruit Training Command	MTS:	Master Training Specialist
FRS:	Fleet Replacement Squadron	SAU:	Squadron Augment Units
OMA:	Organizational Maintenance Activity	CPO:	Chief Petty Officer
OTC:	Officer Training Command	LCPO:	Leading Chief Petty Officer
LPO:	Leading Petty Officer	ALPO:	Assistant LPO
IMA:	Intermediate Maintenance Activity	QAO:	Quality Assurance Off.
MC:	Maintenance Control (Applies to O-Level Activity)		
PC:	Production Control (Applies to I-Level Activity)		
SRT:	Special Reconnaissance Team		
QAS:	Quality Assurance Supervisor		
MSCPO:	Maintenance Senior Chief		
QPJ/QPA:	Qualified Proficient Journeyman/Qualified Proficient Apprentice		
CDQAR:	Collateral Duty Quality Assurance Representative		
OOMA DBA/A:	Optimized NALCOMIS Database Administrator/Analyst		
TDPC:	Technical Directive Compliance Program Coordinator		
RAMCE:	Reserve Aviation Maintenance Center of Excellence		
NEC:	Navy Enlisted Code (Classification)		



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Considerations for advancement from E6 to E7

NOTE 1: *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) is a prerequisite for advancement to E-6 and E-7 respectively.*

NOTE 2: SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-7. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and documented usage. C-130 SFF Certifier NEC E47A (Rev. 3/23) and C-40 SFF Certifier NEC E50A (Rev. 6/22) are **NOT** authorized for the AZ/PR/AS/AO rates.

NOTE 3: Only personnel assigned to NRC'S **SHALL** complete the Navy Reserve Activity Staff Personnel Qualification Standard – NAVEDTRA 43075-A series. ****Does not apply to NRA****

NOTE 4: Due to nature of funding and orders prioritization, SELRES may not have the opportunity to obtain lead positions within Command Collaterals. Consideration should be given to amount of participation and impact.

1. Sea Assignments

- Considerations for Fully Qualified
 - Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.
 - E6 & above SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
 - Completed a successful tour as LPO with impact (min of 12 months).
 - MC/PC
 - Division/Department
 - Command Collateral duties with documented impact.
 - Documented command impact for organizational leadership, communication, training, and mentorship in support of mission readiness.
 - FCPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
- Considerations for Best and Fully Qualified, in addition to above.
 - Documented force wide impact for organizational leadership, communication, training, and mentorship positions.
 - FCPOA leadership positions with documented impact.
 - SAILOR 360/Mentorship leadership positions with documented impact.
 - Safety Petty Officer billets are highly valued in operational commands. Qualification with the 825A NEC (Safety Technician) or as a graduate of the Naval Safety and Environmental Training Center's Aviation Safety Specialist course with documentation of command-wide, CVN/CAG level impact indicates a best and fully qualified candidate while serving in the Safety PO billet.
 - Documentation of successful inspection cycle (AMI/MCI/MPA, etc.)
 - Technical Directive Compliance Program Coordinator is a NAMP required Maintenance Dept Collateral Duty: must be E6 and above assigned to Maintenance Control and must complete Safe For Flight or Production Control PQS and C-555-0059 Configuration Management for Organizational and Intermediate Activities, and C-555-0053 Naval Aviation Maintenance Control Management for Optimized Organizational Maintenance Activity.
 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A
 - Community Service.

2. Shore Assignments - There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations. SAU's augment and support FRS's and type wing operational requirements.

- Considerations for Fully Qualified

- Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.



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- E6 & above SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
- NRC PQS, if applicable.
- Completed a successful tour as LPO with impact (min of 12 months).
 - MC/PC – shall complete P/C PQS if applicable.
 - Division/Department
- Command Collateral duties with documented impact.
- Documented command impact for organizational leadership, communication, training, and mentorship.
 - FCPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
- Considerations for Best and Fully Qualified, in addition to above.
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 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A
 - Community Service.
- Strong consideration for successful tours at high priority assignments such as RTC, OTC, and Naval Academy as a Recruit Division Commander due to the extensive screening, endorsement, and selection process.
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively, ie...Instructor/TYCOM/WING/Detailer.

Considerations for advancement from E7 to E8

NOTE 1: Chief Petty Officer Leader Development Course H-570-4506 (CPO-LDC), is a prerequisite for advancement to E8. Senior Enlisted Academy (SEA) is a requirement for advancement to E-9. Completion of SEA does not negate the requirement to complete CPO-LDC. Non-Completion of SEA **SHALL NOT** be looked at as unfavorable for advancement to E-8, **E-7 quotas for course are on a limited basis.**

NOTE 2: SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-8. E-7's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and documented usage. C-130 SFF Certifier NEC E47A (Rev. 3/23) and C-40 SFF Certifier NEC E50A (Rev. 6/22) are **NOT** authorized for the AZ/PR/AS/AO rates.

NOTE 3: Only personnel assigned to NRC'S **SHALL** complete the Navy Reserve Activity Staff Personnel Qualification Standard – NAVEDTRA 43075-A series. ****Does not apply to NRA****

NOTE 4: Due to nature of funding and orders prioritization, SELRES may not have the opportunity to obtain lead positions within Command Collaterals or CPOI events. Consideration should be given to amount of participation and impact.



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1. Sea Assignments –

- Considerations for Fully Qualified
 - Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.
 - Shall have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
 - Completed a successful tour as LPO with impact (min of 12 months).
 - MC/PC
 - Division/Department
 - QA LCPO/QAS
 - SEL
 - Command Collateral duties with documented impact.
 - Documented command impact for organizational leadership, communication, training, and mentorship.
 - CPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
 - CPOI participation with documented impact.
- Considerations for Best and Fully Qualified, in addition to above.
 - NEC 770B Aviation Maintenance / Production Chief.
 - Documented force wide impact for organizational leadership, communication, training, and mentorship positions in support of mission readiness.
 - CPOA leadership positions with documented impact.
 - SAILOR 360/Mentorship leadership positions with documented impact.
 - CPOI leadership positions with documented impact.
 - Documentation of successful inspection cycle (AMI/MCI/MPA, etc.)
 - Detachment LCPO
 - Rescue DETs and DETs for new delivery aircraft do **NOT** qualify as Detachment LCPO
 - Safety Petty Officer billets are highly valued in operational commands. Qualification with the 825A NEC (Safety Technician) or as a graduate of the Naval Safety and Environmental Training Center's Aviation Safety Specialist course with documentation of command-wide, CVN/CAG level impact indicates a best and fully qualified candidate while serving in the Safety PO billet.
 - Technical Directive Compliance Program Coordinator is a NAMP required Maintenance Dept Collateral Duty: must be E6 and above assigned to Maintenance Control and must complete Safe For Flight or Production Control PQS and C-555-0059 Configuration Management for Organizational and Intermediate Activities, and C-555-0053 Naval Aviation Maintenance Control Management for Optimized Organizational Maintenance Activity.
 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A
 - Community Service.
 - Mobilization for AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
 - Participation in the Advancement Examination Readiness Review (AERR).
 - Strong consideration for personnel designated as a COR/ACOR/GGFR/GGR at a contract maintenance command or any squadron that manages contract maintenance due to the additional level of responsibility that comes with these roles. Due to nature of contract, these billets may be at Sea or Shore commands.

2. Shore Assignments - There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations. SAU's augment and support FRS's and type wing operational requirements

- Considerations for Fully Qualified
 - Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.
 - Shall have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
 - If assigned to NRC, shall complete NRC PQS within tour.
 - Completed a successful tour as LPO with impact (min of 12 months).



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- MC/PC – if assigned shall complete P/C PQS
- Division/Department
- SEL
- QA LCPO/QAS
- Command Collateral duties with documented impact.
- Documented command impact for organizational leadership, communication, training, and mentorship.
 - CPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
 - CPOI participation with documented impact.
- Considerations for Best and Fully Qualified, in addition to above.
 - Documented leadership responsibilities in the absence of CMC/SEL.
 - Documented force wide impact for organizational leadership, communication, training, and mentorship positions in support of mission readiness.
 - FCPOA leadership positions with documented impact.
 - SAILOR 360/Mentorship leadership positions with documented impact.
 - Documentation of successful inspection cycle (AMI/MCI/MPA, etc.)
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 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A.
 - Community Service.
 - Participation in the Advancement Examination Readiness Review (AERR).
 - Strong consideration for successful tours at high priority assignments such as RTC, OTC, and Naval Academy as a Recruit Division Commander due to the extensive screening, endorsement, and selection process.
 - Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively, ie...Instructor/TYCOM/WING/Detailer/NAVMAC/NRC SEL/ECM
 - Strong consideration for personnel designated as a COR/ACOR/GGFR/GGR at a contract maintenance command or any squadron that manages contract maintenance due to the additional level of responsibility that comes with these roles. Due to nature of contract, these billets may be at Sea or Shore commands.

Considerations for advancement from E8 to E9

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

NOTE 2: SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-9. E-8's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and documented usage. C-130 SFF Certifier NEC E47A (Rev. 3/23) and C-40 SFF Certifier NEC E50A (Rev. 6/22) are **NOT** authorized for the AZ/PR/AS/AO rates.

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1. Sea Assignments –

- Considerations for Fully Qualified
 - Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.
 - Shall have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
 - Completed a successful tour as LPO with impact (min of 12 months).
 - MC/PC
 - Division/Department
 - QA LCPO/QAS
 - SEL
 - Command Collateral duties with documented impact.
 - Documented command impact for organizational leadership, communication, training, and mentorship.
 - CPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
 - CPOI participation with documented impact.
- Considerations for Best and Fully Qualified, in addition to above.
 - Documented leadership responsibilities in the absence of CMC/SEL.
 - NEC 724B (not available to members assigned to AMMT)
 - Documented force wide impact for organizational leadership, communication, training, and mentorship positions in support of mission readiness.
 - CPOA leadership positions with documented impact.
 - SAILOR 360/Mentorship leadership positions with documented impact.
 - CPOI leadership positions with documented impact.
 - Documentation of successful inspection cycle (AMI/MCI/MPA, etc.)
 - Detachment LCPO
 - Rescue DETs and DETs for new delivery aircraft do **NOT** qualify as Detachment LCPO
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 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A
 - Community Service.
 - Mobilization for AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
 - Participation in the Advancement Examination Readiness Review (AERR).
 - Strong consideration for personnel designated as a COR/ACOR/GGFR/GGR at a contract maintenance command or any squadron that manages contract maintenance due to the additional level of responsibility that comes with these roles. Due to nature of contract, these billets may be at Sea or Shore commands.

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 - Division/Department
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Commissioning/Other Special Programs:

Commissioning Programs - Commissioning Programs (navy.mil)
CSEL Program - Pages - CMC_CSC_Program (navy.mil)