



**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					
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE ROTATION</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	AZCM	25.33 Yrs	CSEL, 8CMC	(Note 1-6)	
23-26	AZCM AZCS	25.33 Yrs 18.33	CSEL, 8CMC/8CSC/ SEA Faculty Advisor	(Note 1-6)	Billet: MMCPO/MSCPO/Staff LCPO/Production LCPO/ SEL/CSEL/QAS/QAO/SEA FACULTY ADVISOR Duty: AMMT/SQD/ECH IV Qualification: SFF/SFM
20-23	AZCM AZCS AZC	25.33 Yrs 18.33 13.65	CWO, CSEL, 8CMC/8CSC, ECM, Rating Detailer, Instructor	(Note 1-6)	Billet: MMCPO/MSCPO/Staff LCPO/Production LCPO/ SEL/CSEL/QAS/QAO/ACOR/ TPOC/GGFR/GGR/OPS LCPO Duty: PERS/TYCOM/ECH IV /FRC/NRC/RESFOR/FRS/ NAVAIR/NAVMAC/STAFF Qualification: SFF/SFM/EAWS/Six Sigma Lean
16-20	AZCS AZC AZ1	18.33Yrs 13.65 8.77	OCS, CWO, CSEL, 8CSC	(Note 1-6)	Billet: Maint LCPO/Dept LCPO/QAO/QAS/CSEL/LPO Duty: AMMT/SQD/SAU Qualification: EAWS/SFF/SFM
12-16	AZCS AZC AZ1	18.33 Yrs 13.65 8.77	OCS, LDO, CWO, CSEL, RDC, Command Climate Specialist, Instructor Duty	(Note 1-6)	Billet: Instructor/LCPO/ MC/PC/LPO/ACOR/TPOC/ GGFR/GGR Duty: FRS/FRC/TYCOM/ECH IV/STAFF Qualification: EAWS/SFF/SFM/Six Sigma Lean
8-12	AZC AZ1 AZ2	13.65 Yrs 8.77 3.35	OCS, LDO, CSEL	(Note 1-6)	Billet: LCPO/MC/ L&R/LPO/SUP/DBA/CTPL/O PS Admin/Maint Admin Duty: SQD/AMMT/SAU Qualification: MC/PC/Phase Coord/SFF/SFM/EAWS
5-8	AZ1 AZ2	8.77 Yrs 3.35	STA-21, LDO, RDC, Instructor Duty	(Note 1-6)	Billet: Instructor/MC/PC/ NALCOMIS DBA/L&R/CTPL/ Maint Admin Clerk/LPO/SUP Duty: FRS/FRC/ECH IV Qualification: EAWS/Six Sigma Lean



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
1-5	AZ2 AZ3	3.35 Yrs 30 Months	STA-21, OCS	(Note 3-6)	Billet: MC/L&R/CTPL/OPS Admin/Maint Admin Duty: SQD Qualification: NEC/EAWS
1+/-	AZAN AZAA Accession Training	9 Months		(Note 3-5)	Recruit Training (8 weeks)/'A' School (8 weeks).

### Notes:

1. Detailing at this paygrade is based on force requirements/availability.
2. Detailing at this career point can be either sea or shore based on force detailing requirements/availability.
3. "A" School is not required. QPJ/QPA shall be completed at every platform available.
4. AZ Rating requires a DONCAF adjudicated security clearance and is not waivable.
5. For SELRES there is no established sea/shore rotation due to nature of contract requirements.
6. SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
7. Timelines for attaining NECs vary due to nature of training, funding, and mission requirements.

### 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: Recruty Division Commander (NR Ind: R)  
 812A: Professional Development Instructor (NR Ind: R)  
 \*\*F02A/F03A NECs are billet/funding driven; may not be attainable by all AZ's\*\*

### 8. ACRONYMS INCLUDE:

ACOR	Alternate Contracting Officer Representative
GGFR	Ground Government Flight Representative
GGR	Government Flight Representative
TPOC	Technical Point of Contact
CSEL	Command Senior Enlisted Leader
SEL	Senior Enlisted Leader
QAR	Quality Assurance Representative
SFF	Safe for Flight
SFM	Safe for Mission
SQD	Squadron
FRC	Fleet Readiness Center
NRC	Naval Reserve Center



## AZ CAREER PATH SELECTED RESERVE (SELRES)



L&R	Logs and Records
AMMT	Aviation Maintenance Management Team
FRS	Fleet Replacement Squadron
RTC	Recruit Training Command
SAU	Squadron Augment Units
TPOC	Technical Point of Contact
OTC	Officer Training Command
OMA	Organizational Maintenance Activity
IMA	Intermediate Maintenance Activity
QA	Quality Assurance
MC	Maintenance Control (Applies to O-Level Activity)
MTS	Master Training Specialist
PC	Production Control (Applies to I-Level Activity)
SRT	Special Reconnaissance Team
MMCPO	Maintenance Master Chief
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

9. Navy Reservist Indicator (NR Ind): A – The NEC code is attainable by SELRES and is therefore assignable to SELRES personnel and manpower requirements with no restrictions. SELRES are able to complete training within three years of norlam 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.

10. 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.

### **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:** *Due to nature of funding and orders prioritization, SELRES may not have the opportunity to obtain lead positions within collaterals. Consideration should be given to amount dedicated to participation and impact.*

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

- Must have documentation of proficient utilization of in-rate knowledge/qualifications/abilities.
- Should have served as LPO or Assistant LPO
  - MC
  - Division
  - Department
  - SFF/SFM Qualification
    - \*\*\*SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-7 and is limited only to certain platforms for AZ rating. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and with 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 rate.
- Command Collateral duties with documented impact.
- FCPOA membership with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.



## AZ CAREER PATH SELECTED RESERVE (SELRES)



- SAILOR 360/Mentorship with strong involvement and documented impact. Consideration should be given to those in leadership positions who have 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 most 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.
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.
  - Must have documentation of proficient utilization of in-rate knowledge/qualifications/abilities.
  - FRS favorable positions include:
    - Maintenance Control
    - Dept/Div LPO
      - Qualifications:
        - \*\*\*SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-7 and is limited only to certain platforms for AZ rating. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and with documented usage.
  - Shore facility favorable positions include:
    - PC LPO
    - Dept/Div LPO
  - Qualifications:
    - Six Sigma Lean Greenbelt Certification.
    - 805A Instructor NEC
    - MTS (if available)
  - Strong consideration to 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.
    - Instructor/TYCOM/WING
  - Command Collateral duties with documented impact.
  - FCPOA membership with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.
  - SAILOR 360/Mentorship with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.
  - 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 impact indicates a best and most 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. I-level Activities operating satellite Production Controls and Logs and Records in Divisions (such as Power Plants and SE), will have Divisional TDPC's designated by TD Program Manager.



## AZ CAREER PATH SELECTED RESERVE (SELRES)



### Considerations for advancement from E7 to E8

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

**NOTE 2:** *NEC 770B Aviation Maintenance / Production Chief: Strong consideration should be given to personnel that as a Chief have held one or more of the following billets while at the E7 paygrade; and must have served in the billet for at least 12 consecutive months: Maintenance Control, Production Control, Quality Assurance, SRT LCPO. Various platforms have established source rate NEC limitations.*

#### 1. Sea Assignments

- SFF/SFM
  - SFF/SFM qualification is limited only to certain platforms for AZ rating. E-7's holding the SFF/SFM qualification may be given appropriate consideration for advancement due to the nature of the qualification and with 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 rate.
- At least 12 months in a command role/billet
  - Maintenance LCPO
  - QA LCPO / QAS
  - Deployment / Detachment LCPO / SEL
    - Rescue DETs and DETs for new delivery aircraft do NOT qualify as Detachment LCPO
- Assignment on AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
- Command Collateral Duty with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- Safety Technician 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 most 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.

#### 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.
- At least 12 months in a command role/billet:
  - MC LCPO
  - QA LCPO
- I-Level shore facility:
  - Production Control LCPO, personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.
  - Quality Assurance LCPO
- Strong consideration to high priority assignments such as RTC, OTC and Naval Academy as a Recruit Division Commander due to the extensive screening, endorsement, and selection process.
- Staff Duty: Strong consideration for successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - TYCOM Advisor/WING Inspector/Enlisted Community Manager/NAVMAC/NAVAIR



## AZ CAREER PATH SELECTED RESERVE (SELRES)



- Qualifications:
  - Six Sigma Lean Greenbelt Certification.
  - 805A Instructor NEC
  - MTS (if available)
  - SFF/SFM (if available)
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- 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 impact indicates a best and most 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. I-level Activities operating satellite Production Controls and Logs and Records in Divisions (such as Power Plants and SE), will have Divisional TDPC's designated by TD Program Manager.

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

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

**NOTE 2:** *The 724B NEC is recommended for advancement to E9 as it is the pinnacle NEC qualification (not available to members assigned to a billet on the AMMT). Applies to both Sea and Shore commands. However, source rated personnel at the O-Level shall be SFF qualified prior to awarding NEC. C-130 SFF Certifier NEC E47A (Rev. 3/23) and C-40 SFF Certifier NEC E50A (Rev. 6/22) are **NOT** authorized for AZ, PR, AS, or AO source ratings.*

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

- Assignment on AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
- At least 12 months in a command role:
  - Maintenance SCPO - Qualified Safe For Flight/Safe For Mission
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
  - QAO/QAS
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
- Senior Enlisted Leader during absence of incumbent. Not required for advancement however, a positive indicator of responsibility, character, competence and integrity.
- Command Collateral duties with documented impact.
- 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/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

#### **2. Shore Assignments**

- There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.





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- SAU's augment and support FRS's and type wing operational requirements.
- At least 12 months in a command role / billet
  - Maintenance SCPO – Qualified Safe For Flight/Safe For Mission
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
  - QAO/QAS
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
- Staff Duty: Strong consideration for successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - TYCOM Advisor/WING Inspector/Enlisted Community Manager/NAVMAC/NAVAIR
- I-Level shore facility:
  - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.) and serving in one of the following billets:
    - Production Control SCPO, personnel assigned to Production Control SHALL complete the Production Control (IMA) PQS
    - QAO/QAS
- Qualifications:
  - Six Sigma Lean Greenbelt Certification.
  - 805A Instructor NEC
  - MTS (if available)
  - SFF/SFM (if available)
- Strong consideration to high priority assignments such as RTC, OTC and Naval Academy as a Recruit Division Commander due to the extensive screening, endorsement, and selection process.
- Senior Enlisted Leader during absence of incumbent. Not required for advancement however, a positive indicator of responsibility, character, competence and integrity.
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions with documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions with documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions with documented impact.

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

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)

CSEL Program - [Pages - CMC, CSC Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10888)