



FC-AEGIS CAREER PATH SELECTED RESERVE (SELRES)



Fire Controlmen (Aegis) (FCA). FCAs are technicians responsible for the operation, maintenance, testing, troubleshooting and repair of: RADAR, computers, networks, data display systems and integrated weapons system components. The Aegis Weapon System provides theater, air and sea missile defense. Aegis technicians are knowledgeable in basic electronics, digital fundamentals, synchros, servos, RADAR principles, the fire control problem and computer fundamentals. Aegis technicians serve on both Ticonderoga Class Cruisers and Arleigh Burke Class Destroyers. They include BMD/SPY RADAR, FCS/ORTS, Q21 Display, UYK-43 Computer and Aegis Network technicians.

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO PROMOTE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/ShORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|------------------------|-------------------------|---|----------------|---|
| 28-30 | FCACM | 25 Yrs | CSEL | N/A | Billet: OIC, CSEL, Training Manager, AOIC, Regional SEL, National SEL Duty: COMPACFLT, COMUSFFC, COMSECFLT, COMTHIRDDFLT, DESRON, NSWCD, SMWDC, SCSTC, AEGIS ASHORE Qualification: Major Command CMC |
| 24-28 | FCACM FCACS | 25 Yrs 18.6 | CSEL | N/A | Billet: OIC, CSEL, Dept LCPO, Regional Staff, National Staff Duty: COMPACFLT, COMUSFFC, COMSECFLT, COMTHRIDFLT, NSWCD, DESRON, SCSTC, SMWDC, AEGIS ASHORE Qualification: Regional CMC/CSC |
| 21-24 | FCACM FCACS FCAC | 25 Yrs 18.6 16.9 | CSEL | N/A | Billet: CSEL, Dept LCPO, Regional Staff, National Staff Duty: COMPACFLT, COMUSFFC, COMSECFLT, COMTHRIDFLT, NSWCD, SCSTC, CSG4, CSG15, SMWDC, AEGIS ASHORE Qualification: TAO, Program Recruiter |
| 17-21 | FCACS FCAC FCA1 | 18.6 Yrs 16.9 8.2 | CSEL, CWO | N/A | Billet: CSEL, Dept LCPO, CSSE, Regional Staff, Unit SEL Duty: COMSECFLT, COMTHRIDFLT, CSG4, CSG15, TACTRAGRU, NSWCD, SCSTC, DESRON, AEGIS ASHORE, CNSG, SMWDC Qualification: Warfare Coordinator, CSTT Leader, CSMM |
| 14-17 | FCACS FCAC FCA1 | 18.6 Yrs 16.9 8.2 | CSEL, CWO | N/A | Billet: CSEL, Dept LCPO, LPO, Regional Staff, Unit SEL Duty: CSG4, CSG15, TACTRAGRU, SMWDC, NSWCD, SCSTC, AEGIS ASHORE, DESRON, CNSG Qualification: AAWC, CSC, CSTT LEADER, MTS, ATP Evaluation Lead |



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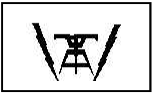
| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO PROMOTE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|----------------------|-------------------------|---|----------------|--|
| 9-14 | FCAC FCA1 FCA2 | 16.9 Yrs 8.2 3.9 | STA-21, CWO, OCS, LDO | N/A | Billet: LPO, LCPO Duty: CSG4, CSG15, TACTRAGRU, NAVSEA, DESRON, AEGIS ASHORE, SCSTC, CNSG, TECHREP Qualification: AAWC, CSC, CSOOW, AWS, CSTT, MTS, ATPF Evaluator |
| 6-9 | FCA1 FCA2 | 8.2 Yrs 3.9 | STA-21, OCS, LDO | N/A | Billet: Work Center Supervisor, Maintenance Tech. Duty: CSG4, CSG15, CNSG, SCSTC, AEGIS ASHORE Qualification: CSC, CSOOW, AWS, CSTT, MTS, ATS |
| Or 1-6 | FCA2 FCA3 | 3.9 Yrs 30 Months | STA-21, OCS, Naval Academy | N/A | 1 st Sea Tour Billet: Maintenance Tech. Duty: CG, DDG. Qualification: WCS, Area Supervisor, CSMC Watch, MSS, RSC, ACNT, CSTT, POOW, ESWS |
| 1+/- | FCASN FCASA | 11 Months | | | Recruit Training, "A" and "C" Schools. |

Notes:

1. "A" School and Security Clearance is required.
2. Must attend an Aegis "C" school and possess an Aegis Navy Enlisted Classification.

NEC Notes:

- (1) NEC not currently applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.
3. Typically, FCAs complete their 6-year obligation on active duty and then transition to SELRES status. Consequently, they gain substantial experience in surface ship weapons fire control systems early in their career, forming a solid technical foundation. SELRES FCA's should show diversity in billets throughout their careers and include Active Duty for Operational Support (ADOS), and mobilizations in support Sea, Shore and Expeditionary Commands.
4. When sailors are assigned orders an exact paygrade, designator/rating, or NEC match is desired, but it is not always possible. RFAS (Reserve Functional Area and Sex) codes allow the assignment of FCs to non-traditional billets that still have the ability to support FC core competencies such as the Aegis Weapons System, Air Warfare, Surface Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, and/or Electronics Repairs. Performance should reflect how duties align with core FC competencies. When billet assignments result from institutional requirements or policy, Sailors fulfilling the needs of the Navy (especially for special programs or those that require screening) should be recognized for their flexibility and mission contribution. Performance in duties assigned remains the primary metric for advancement. Where assignment choice exists, continued engagement in rating-relevant duties, especially those demonstrating warfighting readiness and technical proficiency, is the clearest indicator of readiness for senior roles as a Fire Controlman.



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5. Fire Controlman billets within a SELRES command may require significant time for personnel to gain proficiency and qualify. Homesteading, when individuals remain in the same command for an extended period, should not be viewed negatively as long as their experience and capabilities continue to develop.

6. When a local billet is unavailable, FCA's may be assigned to billets in distant geographic locations to meet mobilization requirements, known as cross-assignments. Fire Controlmen must be proficient in their assigned mobilization billets to perform duties immediately upon activation. High-performing FCAs with cross-assignments demonstrate greater operational commitment due to frequent travel or remote training requirements, supporting their units at or above the level of locally assigned Sailors.

In addition to the above career path, an FCA is advanced due to their proven leadership, qualifications, and performance against competition, regardless of billet assigned.

Considerations for promotion from E6 to E7

- Fully Qualified: Documented impact in Aegis Weapons System Operations/Maintenance, Air Warfare, Surface Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, and/or Electronics Repairs, demonstrating the ability perform in one or more of these areas at the next higher paygrade.

Highly competitive candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Best Qualified: Significant scope and impact demonstrating technical expertise in the Aegis Weapons System, Air Warfare, Surface Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, and/or Electronics Repairs. Warfare qualified (based on opportunity/assignment/mobilization)
- Command collateral duties with documented impact (e.g., Command Fitness Leader (CFL), Unit Command Career Counselor (UCCC), etc.)
- Peer leadership or SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
- Documented impact on warfighting readiness, and impact to mobilization readiness.
- Advanced Leader Development Course (ALDC) Completion

Considerations for promotion from E7 to E8

- Fully Qualified: Documented demonstration of leadership or technical expertise as a FCPO/CPO in areas including Aegis Weapons System Operation/Maintenance, Air Warfare, Surface Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, and/or Electronics Repairs.

Highly competitive candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Warfare qualified (based on opportunity/assignment/mobilization) Best Qualified: A critical determinant of the best-qualified candidates is the documented demonstration of leadership and technical expertise in areas including Air Warfare, Surface Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, and/or Electronics Repairs.
- Chief Petty Officer Association (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.
- Unit SEL/DLCPO/LCPO of large command
- CSEL Billet



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- Regional SELs should be executing their ATs to perform unit visits and it should not be considered negative if they do not perform a shipyard AT
- Documented impact on warfighting readiness, and impact to mobilization readiness.
- Chief Petty Officer Leader Development Course (CPO-LDC) Completion, and experience as an ELD Facilitator with documented impact.

Considerations for advancement from E8 to E9

- Fully Qualified: Documented demonstration of leadership and technical expertise as a CPO/SCPO in areas including the Aegis Weapons System, Air Warfare, Surface Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, and/or Electronics Repairs.

Highly competitive candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

- Warfare qualified
- Documented impact on warfighting readiness, and impact to mobilization readiness.
- Best qualified will showcase significant scope and impact in the Aegis Weapons System, Air Warfare, Surface Warfare, Ordnance Evolutions, Equipment Maintenance/Administration, and/or Electronics Repairs.
- Chief Petty Officer Association (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 or experience as a CPO-LDC facilitator with documented impact.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Unit LCPO or DLCPO of large command
- CSEL Billet
- Regional or National position in a Navy Reserve Program or Command
- Regional SEL
- Graduate of Senior Enlisted Academy or other Service Equivalent

Commissioning/Other Special Programs:

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

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