



AO CAREER PATH
SELECTED RESERVE (SELRES)

Aviation Ordnancemen (AO) are aircraft armament (weapons) specialists in charge of storing, servicing, inspecting and handling all types of weapons and ammunition carried on Navy aircraft.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AOCM	26.0 Yrs	CSEL	N/A	Billet: CSEL, CMDCM, MMCPO
23-26	AOCM AOCS	26.0 Yrs 19.7	CSEL	N/A	Billet: CSEL, Dept LCPO, Instructor. Duty: VAQ, NMC, SEA, MSC Qualifications: SFF, QAS, FSQAR, QASO
20-23	AOCS AOC	19.7 Yrs 17.5	CSEL, CWO	N/A	Billet: LCPO/Inspector/Staff. Duty: VFA, VFC, VP, VAQ, NMC, MSC Qualification: SEA, SFF, SFM, FSQAR, CDQAR, QASO
16-20	AOCS AOC AO1	19.7 Yrs 17.5 10.1	MECP, OCS, CWO, CSEL, Equal Opportunity Advisor, Drug and Alcohol Counselor, Command Fitness Leader, SAPR	N/A	Billet: Maintenance/PC LCPO, QA LCPO, Work Center LCPO Duty: Shipboard, VFA, VFC, VP, VAQ, MSC, NMC Qualification: SFF, SFM, CDI, FSQAR, CDQAR, QAR, QASO, SAMI, NAMP Program Manager, 3M
12-16	AOC AO1	17.5 Yrs 10.1	MECP, OCS, LDO, CWO, CSEL, Equal Opportunity Advisor, Drug and Alcohol Counselor, Command Fitness Leader, SAPR	N/A	Billet: Maintenance/PC LPO/LCPO, Work Center LPO/LCPO, QA LPO/LCPO Duty: VFA, VFC, VAQ, VP, HSC, HSM, NMC, TSU, NCHB, CART, MSC Qualification: SFF, SFM, FSQAR, CDQAR, CDI, QASO, NAMP Program Manager, SAMI, 3M
8-12	AO1 AO2	10.1 Yrs 6.0		N/A	Billet: Work Center Supervisor, Division LPO, QA LPO. Duty: VFA, VFC, VAQ, VP, HSC, HSM, FRC, NMC, TSU, NCHB, CART, MSC Qualification: EAWS, LPO, Supervisor, QAR, CDI, QASO, TL, NAMP Program Manager, 3M
4-8	AO1 AO2 AO3	10.1 Yrs 6.0 3.8	MECP, STA-21, NROTC, LDO	N/A	Billet: Maintenance Work Center/Weapons Technician Supervisor. Duty: VFA, VFC, VAQ, VP, HSC, HSM, FRC, NMC, TSU, NCHB, CART, MSC Qualification: CDI, CDQAR, QAR, FSQAR, QASO, TL



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1-4	AO3 AOAN	3.8 Yrs 1.0	MECP, STA-21, Naval Academy, NROTC	N/A	Billet: Maintenance/ Weapons Technician Duty: Shipboard, VFA, VFC, VAQ, VP, HSC, HSM, FRC, NMC Qualification: EAWS, CDI, Plane Captain, TL, TM
1+/-	AOAN AOAA	9 Months		N/A	Recruit Training (8 weeks))/'A' School (4 weeks) /'C' School for aircraft platform/ FRC/WPNS Assembly billet.

NOTES:

1. "A" school is not required.

2. ACRONYMS SPECIFIC TO THE AO RATE INCLUDE:

CART	Cargo Afloat Rig Team
CDI	Collateral Duty Inspector
CDQAR	Collateral Duty Quality Assurance Representative
EAWS	Enlisted Aviation Warfare Specialist
ESWS	Enlisted Surface Warfare Specialist
FSQAR	Full System Quality Assurance Representative
HSC	Helicopter Sea Combat Squadron (MH-60S platform)
HSM	Helicopter Maritime Strike Squadron (MH-60R platform)
LRC	Logistics Readiness Center
MMCPO	Maintenance Master Chief
MSC	Military Sealift Command
MSCPO	Maintenance Senior Chief
NCHB	Navy Cargo Handling Battalion
NMC	Naval Munitions Command
NOSC	Naval Operational Support Center
NSWC	Naval Surface Warfare Center
PC	Production Control
QAR	Quality Assurance Representative
QAS	Quality Assurance Supervisor
QASO	Quality Assurance Safety Observer
SAMI	Small Arms Instructor
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
SFF	Safe for Flight
SFM	Safe for Mission
TL	Team Leader
TM	Team Member
T/M/S	Type/Model/Series
TSU	Tactical Support Unit
UAS	Unmanned Aircraft Systems
VAQ	Electronic Attack Squadron (EA-18G platform)
VAW	Carrier Airborne Early Warning (E-2/C-2 platform)
VFA	Strike Fighter Squadron (F-18A thru F platform)
VFC	Strike Fighter Composite (F-18/F-5 platform)
VP	Patrol Squadron (P-3/P-8 platform)



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3. NECs held by AOs:
- 700A: Unmanned Aerial Vehicle (UAV) External Pilot
 - 701A: Unmanned Aerial Vehicle (UAV) Internal Pilot
 - 724B: Aviation Maintenance Material Control Master Chief
 - 760B: Strike Intermediate Armament Maintencenceman
 - 770B: Aviation Maintenance/Production Chief
 - 777A: Weapons and Tactics Instructor (SAMI)
 - 780A: F-35C Aircraft Systems Organizational Maintenance Technician
 - 805A: Master Training Specialist
 - 814A: Ammunition Inventory Management Specialist
 - D06A: Armament Weapons Support Equipment (AWSE) Maintenance Manager
 - D07A: Armament Weapons Support Equipment Technician
 - D08A - Airborne Weapons Technical Manager
 - E00A: CMV-22 Systems Organizational Maintenance Technician
 - E15A: O-Level Maintenance Tech (P-3)
 - E19A: O-Level Maintenance Tech (F-18/G)
 - E20A: O-Level Maintenance Tech (F-18)
 - E23A: O-Level Maintenance Tech (H-60)
 - G30A: MQ-8B/C Mission Payload Operaotr (MPO)
 - G31A: MQ-8B/C Air Vehicle Operator (AVO)

Considerations for advancement from E6 to E7

1. Sea Assignments

- Documentation of utilizing in-rate qualifications:
 - Collateral Duty Inspector (CDI)
 - Quality Assurance Representative (QAR)
- At least one warfare pin (AW primary)
- Should have previously served or is currently serving as LPO of:
 - Production Division
 - Work Center
 - Quality Assurance
 - Maintenance Control
- Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification **O-Level (Squadron)**
 - ***SFF/SFM qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
- Upper-level qualifications
 - Full Systems Quality Assurance Representative (FSQAR) / High-Power / Low-Power Turn Qualification. Not required but a good indicator of character and ability to operate responsibly.
- Should be qualified QA/SO for Squadron
- Explosives Handling Qualification and Certification Program Board Member
- Command Collateral duties with documented impact.
- 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.

2. Shore Assignments

- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
 - Squadron Augment Units (SAU) and Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.



AO CAREER PATH SELECTED RESERVE (SELRES)

- I-Level shore facility favorable positions include:
 - Production Control LPO
 - Quality Assurance LPO
 - Upper-level qualifications
 - Production Division Quality Assurance Representative (QAR) / High-Power / Low-Power Turn Qualification (400 Division Personnel). Not required but a good indicator of character and ability to operate responsibly.
 - Lean Six Sigma Green Belt or Black Belt
- O-Level (Squadron) favorable positions include:
 - Safe-For-Flight/Safe-For-Mission Qualification
 - Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification **O-Level (Squadron)**
***SFF/SFM qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
 - Upper-level qualifications
 - Full Systems Quality Assurance Representative (FSQAR)/High-Power/Low-Power Turn Qualification. Not required but a good indicator of character and ability to operate responsibly.
- Should be qualified QA/SO for NMC
- Ordnance Information Systems Manager. (Retail)
- Explosives Handling Qualification and Certification Program Board Member
- Command Collateral duties with documented impact.
- 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.

Considerations for advancement from E7 to E8

1. Sea Assignments

- At least one warfare pin (AW primary)
- Safe for Flight (SFF)/Safe for Mission (SFM) Qualification if stationed at the **O-Level (Squadron)**
 - SFF/SFM Qualified on at least one aircraft platform
- At least 12 months in a command role/billet:
 - Maintenance LCPO
 - QA LCPO
 - Detachment LCPO
- Strong consideration for personnel designated as a Detachment LCPO:
 - Rescue DETs and/or new delivery aircraft do NOT qualify as Detachment LCPO
- Command Collateral duties with documented impact.
- 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.

2. Shore Assignments

- At least one warfare pin (AW primary)
- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
 - Squadron Augment Units (SAU) and Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.



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- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - NOSC SEL
 - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if eligible
- I-Level shore facility:
 - Production Division LCPO
 - Quality Assurance LCPO
 - Production Control LCPO
- Naval Munitions Command (NMC) DET CPO
- Explosives Handling Qualification and Certification Program Board Member
 - Ordnance Information Systems Manager. (Retail or Wholesale)
- 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 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

Considerations for advancement from E8 to E9

1. Sea Assignments

- The 724B **OR** 770B NEC is required for advancement to E9.
- Senior Enlisted Academy or other service equivalent (required)
- Successfully lead a Maintenance Department
- At least 12 months in a command role/billet
 - Maintenance SCPO- **SHALL** be Safe For Flight
 - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
 - QA SCPO
 - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
- At least one warfare pin (AW Primary)
- 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 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

2. Shore Assignments

- The 724B **OR** 770B NEC is required for advancement to E9.
- Senior Enlisted Academy or other service equivalent (Required)
- At least 12 months in a command role / billet
 - Maintenance SCPO (O-Level)- **SHALL** be Safe For Flight
 - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
 - Production SCPO (I-Level)
 - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
 - QA SCPO
 - Completion of an inspection cycle (AMI/MCI/MPA, etc.)



AO CAREER PATH SELECTED RESERVE (SELRES)

- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
 - Squadron Augment Units (SAU) and Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- I-Level shore facility:
 - Production Division LCPO
 - Quality Assurance LCPO
 - Production Control LCPO
- Naval Munitions Command (NMC) DET SEL/LCPO
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - NOSC SEL
- Senior Enlisted Leader during absence of incumbent
 - Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
- At least one warfare pin (AW Primary)
- 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 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.