



**AWO CAREER PATH
SELECTED RESERVE (SELRES)**

Naval Aircrewman Operator (AWO) belong to a diverse community highly specialized in the platform to which they are assigned. AWOs operate various aircraft systems to support Anti-Submarine (ASW), Anti-Surface (ASUW), Search and Rescue (SAR), Combat Search and Rescue (CSAR), Electronic Countermeasure (ESM) and Logistic missions onboard P-3 and P-8 aircraft. Members may serve as Unmanned Aerial Systems (UAS) pilots and payload operators or be assigned to Tactical Mobile Operations Centers as an Analyst, System Operator or Watch Officer.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AWCM	20.9 Yrs	CSEL	N/A	Billet: CSEL, ASW Ops Duty: VP, NRPDC, TSC Position: SS1, SS3
24-26	AWCM AWOCS	20.9 Yrs 17.2	CSEL	N/A	Billet: CSEL, LCPO, SEA, ASW Operations Duty: VP, VUP, MTOC, TSC, TSU Position: SS1, SS3 Qualification: NI, NE, UAS Operator, TOC Watch Officer, SEA Instructor
20-24	AWOCS AWOC AWO1	17.2 Yrs 14.4 9.2	OCS, MECP, CWO, NROTC, RDC	N/A	Billets: CSEL, Instructor, Operations CPO, NATOPS CPO, Training CPO Duty: VP, VUP, MTOC, TSC, NASC Position: SS1, SS3 Qualification: NE, NI, UAS Operator, TOC Watch Officer, SEA
16-20	AWOCS AWOC AWO1	17.2 Yrs 14.4 9.2	STA-21, OCS, MECP, CWO, NROTC	N/A	Billets: NATOPS LPO/LCPO, Aircrew Training LPO/LCPO, Operations LPO/LCPO Duty VP, VUP, MTOC, TSC, TSU Position: SS1, S3 Qualification: NE, NI, UAS Operator, TOC Watch Officer, SEA
12-16	AWOC AWO1 AWO2	14.4 Yrs 9.2 3.7	STA-21, OCS, MECP, LDO, CWO, NROTC	N/A	Billets: Operations LPO, Training LPO, NATOPS LPO Duty: VP, VUP, MTOC, TSC, TSU Position: SS1, SS3 Qualification: ANI, NI, IUT, UAS Operator
9-12	AWO1 AWO2	9.2 Yrs 3.7	STA-21, OCS, MECP, LDO, NROTC	N/A	Billets: Aircrew Training LPO, Schedules Petty Officer/LPO, NATOPS Instructor/LPO, Duty: VP, VUP, MTOC, TSC, TSU Position: SS1, SS2, SS3, TOC Analyst Qualifications: ANI, NI, UAS Operator



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6-9	AWO2 AWO3	3.7 Yrs 1.8	STA-21, OCS, MECP, NROTC, RDC	N/A	Billets: Operations PO, NATOPS PO, Training PO, Maintenance PO, Instructor Duty: VP, VUP, MTOC, TSC, TSU Position: SS1, SS2, SS3, TOC Analyst Qualification: UAS Operator
2-6	AWO2 AWO3	3.7 Yrs 1.8	STA-21, OCS, MECP, Naval Academy, NROTC	N/A	Billets: Aircrewman, Operations Clerk, NATOPS Clerk, Training PO Duty: VP, VUP, MTOC, TSC, TSU Position: SS1, SS2, SS3, TOC Analyst Qualification: NAWS, EAWS, UAS Operator.
1+/-	AWOAN AWOAA Accession Training	9 Months	STA-21, OCS, MECP, Naval Academy, NROTC	N/A	Recruit Training, NACCS, SERE, NACS, FRS and all initial accession pipeline schools or training events required to be completed prior to reporting to their first operational command.

NOTES:

1. "A" school required.
2. This is a compression rating - AWF/AWS/AWR/AWO at the Master Chief paygrade.
3. Upon completion of initial training pipelines, AWOs are typically close-looped detailed by their NEC/platform until there is no longer a need for that particular NEC.
4. Member must volunteer for duty involving flying.
5. May be required to attend refresher training at a Fleet Replacement Squadron upon completion of duty not involving flying. Participate in annual NATOPS evaluations.
6. AWOs qualify through an Aircrew Training Continuum (ACTC 100-500) process (Level 100 FRS Graduate, Level 200 Cond Qual, Level 300 Positional Qual, Level 400 Positional Instructor, Level 500 WTI). Level 300 Positional Qualification is required within 18 months of checking into first operational command. Lack of achieving the ACTC Level 500 qualification should NOT be considered a detractor. Limited availability to attain WTI qualification due to a small number of class seats from the TYCOM per year.
7. Due to the limited availability of billets in geographical locations, it is not uncommon for SELRES AWOs to complete an entire career in one command or in one T/M/S community. AWOs do not follow a Sea/Shore rotation and are detailed based on NEC and Aircrew Qualifications. Due to the length of qualification time, it is not beneficial to the Navy Reserves to rotate AWOs between commands and platforms. Doing multiple tours in one command (Sea or Shore) should NOT be viewed as a detractor as long as the Sailor is fully qualified in assigned position and supporting the command's operational mission.



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8. AWOs 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.
9. Aircrew Sailor assigned to a NOSC and Cross-Assigned into an Operational Aircrew billet should be maintaining flight currency or rating qualifications and actively supporting their Operational unit.
10. TOC and MTOC's primary mission is to provide full mission support to maritime patrol and reconnaissance forces (MPRF) with a mobile, expeditionary command, control, communications, and computers, intelligence, surveillance, and reconnaissance (C4I) suite, at a Main Operating Base (TOC) or Forward Operating Site (MTOC). Reserve TOCs and MTOCs are both considered a sea duty billet due to the unit's structure.
11. In addition to operational duties, all AWOs are required to maintain minimum Naval Aircrew standards, as well as maintain a SECRET or higher security clearance. AWOs follow the traditional career path for Tactical Operations and are not eligible for maintenance qualifications (i.e. SFF/CDI/CDQAR/QAS/Maintenance Supervisor, etc.)
12. ACRONYMS SPECIFIC TO THE AW RATE INCLUDE:
- | | |
|---------|--|
| AAS | Advanced Airborne Sensor |
| ACTC | Aircrew Training Continuum
(Level 200, Cond Qual, 300 Positional Qual, 400 Positional Instructor, 500WTI) |
| ASTC | Aviation Survival Training Command |
| ANI | Assistant NATOPS instructor |
| EAWS | Enlisted Aviation Warfare Specialist |
| ESMSUP | Electronic Support Measures Supervisor |
| ESOP | Electronic Support Operator |
| FRS | Fleet Replacement Squadron |
| FIUTI | Fleet Instructor Under Training |
| FRS | Fleet Replacement Squadron |
| FSU | Fleet Support Unit |
| IUSS | Integrated Undersea Surveillance System |
| IUT | Instructor Under Training |
| LSRS | Littoral Surveillance Radar System |
| MPO | Mission Payload Operator |
| MPRWS | Maritime Patrol Reconnaissance Weapon School |
| MPR WTI | P-3 and/or P-8 Maritime Patrol and Reconnaissance Weapons and Tactics
Instructor |
| MTOC | Mobile Tactical Operations Center |
| MTS | Master Training Specialist |
| NACCS | Naval Aircrew Candidate School |
| NAPP | Naval Aviation Production Process |
| NASC | Naval Aviation Schools Command – Pensacola |
| NATOPS | Naval Aviation Training Operations Procedures and Standardization |
| NAWS | Naval Aircrew Warfare Specialist |
| NE | NATOPS evaluator |
| NI | NATOPS instructor |
| NRPDC | Navy Reserve Professional Development Center – New Orleans |
| NSWG | Naval Special Warfare Group |
| QRC | Quick Reaction Capability |
| SEA | Senior Enlisted Academy |
| SEL | Senior Enlisted Leader |
| SERE | Survival, Evasion, Resistance, Escape |
| SIUTI | FRS Staff Instructor Under Training Instructor |
| SWTI | Squadron Weapons Tactics Instructor |
| TOC | Tactical Operations Center |
| TMTC | TACMOBILE Training Continuum
(Level 200, Cond Qual, 300 Positional Qual, 400 Positional Instructors) |
| TSC | Tactical Support Center |
| TTT | TACMOBILE Training Team |



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UAS	Unmanned Aircraft Systems
VP	Patrol Squadron (P-3/P-8 platform)
VPU	Patrol Squadron Special Projects
VQ	Fleet Air Reconnaissance Squadron
VX	Air Test and Evaluation Squadron
VXS	Scientific Development Squadron
WTI	Weapons Tactics Instructor
WTU	Weapons Tactics Unit

13. NECs held by AWOs:

- 700A: Unmanned Aerial Vehicle (UAV) External Pilot ¹
- 701A: Unmanned Aerial Vehicle (UAV) Internal Pilot ¹
- 702A: Unmanned Aerial Vehicle (UAV) Payload Operator ¹
- 776A: Naval Aircrewman (Special Assignment) ²
- 777A: Weapons and Tactic Instructor
- 805A: Instructor
- 812A: Professional Development Instructor
- G03A: MQ-4C Unmanned Aircraft System (UAS) Mission Payload Operator ¹
- G04A: TacMobile Systems Operator
- G06A: P-3C Update III Acoustic Sensor Operator
- G07A: P-8A Acoustic Systems Specialist Aircrewman ¹
- G08A: P-3C Non-Acoustic Operator
- G09A: P-8A Electronic Warfare Operator Aircrewman¹
- G30A: MQ-8B/C Mission Payload Operator (MPO) ¹
- G31A: MQ-8B/C Air Vehicle Operator (AVO) ¹
- G41A: TacMobile Watch Officer

NEC Notes:

(1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.

(2) 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).

Considerations for advancement from E6 to E7

1. Sea Assignments (all)

- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
- Should be Enlisted Aviation Warfare Specialist qualified (EAWS)
- Shall be qualified ACTC Level 300 (Positional Qualified) in assigned position (Sensor Station 1, Sensor Station 3, AAW, EWO, MPO, or TOC Analyst to be considered for CPO.
- Documented utilization of advanced in-rate qualifications and subject matter expertise
 - Positional Instructor (ACTC Level 400)
 - NATOPS Instructor (NI or ANI)
 - NATOPS Evaluator (NE or FNE)
 - CRM Instructor Fleet Replacement Squadron (FRS) Instructor
 - Fleet Instructor Under Training (FIUT) Instructor
 - Weapons and Tactics Instructor (WTI/ACTC Level 500)
 - Tactical Mobile Watch Officer
- Excelling in leadership position as a Division or Department LPO with documented leadership in development
- If attached to a UAV Squadron, shall be qualified as UAV/UAS Operator
- Should be assigned as Leading Petty Officer (LPO) of Operations, NATOPS, or Aircrew Training
- Weapons and Tactics Instructor (WTI/ACTC Level 500) Qualification
 - ***WTI qualification is not required for advancement to E-7 but is considered to be the pinnacle of Naval Aircrewman Operator qualifications. E-6's who have earned the WTI qualification should be given due consideration for advancement due to the selective nature utilized to obtain this designation.
- Command Collateral duties with documented impact to command mission, retention and morale.



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- 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 (all).

- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
- Should be Enlisted Aviation Warfare Specialist qualified (AW)
- Shall be qualified ACTC Level 300 (Positional Qualified) in assigned position (Sensor Station 1, Sensor Station 3, AAW, EWO, MPO, or Analysis Watchstander to be considered for CPO.
- If assigned to the Fleet Replacement Squadron (FRS), should be FRS Instructor qualified
- If assigned instructor duty, shall be designated 805A NEC and should attain Master Training Specialist (MTS) qualification.
- Documented utilization of advanced in-rate qualifications and subject matter expertise
 - Positional Instructor (ACTC Level 400)
 - NATOPS Instructor (NI or ANI)
 - NATOPS Evaluator (NE or FNE)
 - CRM Instructor
 - Fleet Replacement Squadron (FRS) Instructor
 - Fleet Instructor Under Training (FIUT) Instructor
 - Weapons and Tactics Instructor (WTI/ACTC Level 500)
 - Tactical Mobile Watch Officer
- Excelling in leadership position as a Division or Department LPO with documented leadership in development of subordinates to further command mission and vision.
- Should show active support to Training UIC assigned
- Command Collateral duties with documented impact to command mission, retention and morale.
- 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.

Considerations for advancement from E7 to E8

1. Sea Assignments (all)

- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
- Should be Enlisted Aviation Warfare Specialist qualified (AW)
- If assigned to a squadron, shall be qualified ACTC Level 400 (Positional Instructor) in assigned aircraft position (Sensor Station 1, Sensor Station 3, AAW, EWO, or MPO) to be considered for SCPO.
- If assigned to a TOC/MTOC, shall be Watch Officer qualified.
- Documented utilization of advanced in-rate qualifications and subject matter expertise
 - Positional Instructor (ACTC Level 400)
 - NATOPS Instructor (NI or ANI)
 - NATOPS Evaluator (NE or FNE)
 - CRM Instructor Fleet Replacement Squadron (FRS) Instructor
 - Fleet Instructor Under Training (FIUT) Instructor
 - Weapons and Tactics Instructor (WTI/ACTC Level 500)
- Excelling in leadership position with documented leadership in development of subordinates to further command mission and vision.
- Due consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPO/SELS.
- Favorable consideration should be given to those individuals who have made significant contributions to improvements of the AWO rating as well as professional development of Junior AWOs; PQS development and



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conference member, NATOPS development and conference member, and TACTIP involvement as these efforts contribute significantly to the enhancement of the AWO rate's combat effectiveness.

- Command Collateral Duty with documented impact to command mission, retention and morale
- Chief Petty Officer Association (CPOA) 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.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

2. Shore Assignments (all).

- Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
- Should be Enlisted Aviation Warfare Specialist qualified (AW)
- If assigned to a squadron, shall be qualified ACTC Level 400 (Positional Instructor) in assigned aircraft position (Sensor Station 1, Sensor Station 3, AAW, EWO, or MPO) to be considered for SCPO.
- If assigned to a TOC/MTOC, shall be Watch Officer qualified.
- If assigned to the Fleet Replacement Squadron (FRS), shall be FRS Instructor qualified.
- If assigned instructor duty, shall be designated 805A NEC and attain Master Training Specialist (MTS) qualification.
- Documented utilization of advanced in-rate qualifications and subject matter expertise
 - Positional Instructor (ACTC Level 400)
 - NATOPS Instructor (NI or ANI)
 - NATOPS Evaluator (NE or FNE)
 - CRM Instructor Fleet Replacement Squadron (FRS) Instructor
 - Fleet Instructor Under Training (FIUT) Instructor
 - Weapons and Tactics Instructor (WTI/ACTC Level 500)
- Excelling in leadership position with documented leadership in development of subordinates to further command mission and vision.
- Due consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPO/SELs.
- Favorable consideration should be given to those individuals who have made significant contributions to improvements of the AWO rating as well as professional development of Junior AWOs; PQS development and conference member, NATOPS development and conference member, and TACTIP involvement as these efforts contribute significantly to the enhancement of the AWO rate's combat effectiveness.
- Command Collateral Duty with documented impact to command mission, retention and morale.
- Command CPOA 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.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

Considerations for advancement from E8 to E9

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 AWO, AWS, AWR and AWO ratings for advancement to AWCM.

1. Sea Assignments (all)

- Shall be Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist qualified (EAWS)
- Senior Enlisted Academy or other service equivalent (required)
- If assigned to a squadron, shall hold positional qualifications in aircraft – Crew Chief, Flight Engineer, Loadmaster, Sensor 1, Sensor 3, AAW, EWO, MPO, Search and Rescue Swimmer and maintain currency and flight hours.
- If assigned to VUP or SEAL Team billet, qualified as UAS Operator (AVO/MPO)



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- If assigned to a TOC/MTOC as an AWR/AWO, shall be Watch Officer qualified.
- Excelling in leadership position as Senior Enlisted Leader (SEL) or Department Leading Chief Petty Officer (LCPO) with documented leadership in development of subordinates to further command mission and vision.
- Strong consideration for AWFs with maintenance related experience (ie. SFF, FSQAR, CDQAR)
- Strong consideration for AWO/S/Rs Squadron Weapons Tactics Instructors (SWTI/WTI)
- Strong consideration for AWO/S/Rs with documented utilization of advanced quals (ie. NATOPS Instructor/Evaluator, Fleet Replacement Squadron (FRS) Instructor, Fleet Instructor Under Training (FIUT) Instructor, Positional Instructor (ACTC Level 400), and Weapons and Tactics Instructor (WTI/ACTC Level 500).
- Strong consideration for significant contributions to improvements within their rating to include PQS development and conference member, NATOPS development and conference member, TACTIP involvement, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements, SEASOAG member, and Rating/Platform advisory, task, and working groups as these efforts contribute significantly to the enhancement of the combat effectiveness.
- Command Collateral Duty with documented impact to command mission, retention and morale
- 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 (all).

- Shall be Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist qualified (EAWS)
- Senior Enlisted Academy or other service equivalent (Required)
- If assigned to a squadron, shall hold positional qualifications in aircraft – Crew Chief, Flight Engineer, Loadmaster, Sensor Station 1, Sensor Station 3, or Search and Rescue Swimmer and maintain aircrew currency and flight hours
- If assigned to a TOC/MTOC as an AWR/AWO, should be Tactical/Mobile Watch Officer qualified.
- Excelling in leadership position as Senior Enlisted Leader (SEL) or Department Leading Chief Petty Officer (LCPO) with documented leadership in development of subordinates to further command mission and vision.
- Strong consideration for AWFs with maintenance related experience (ie. SFF, FSQAR, CDQAR)
- Strong consideration for AWO/S/Rs Squadron Weapons Tactics Instructors (SWTI/WTI)
- Strong consideration for AWO/S/Rs with documented utilization of advanced quals (ie. NATOPS Instructor/Evaluator, Fleet Replacement Squadron (FRS) Instructor, Fleet Instructor Under Training (FIUT) Instructor, Positional Instructor (ACTC Level 400), and Weapons and Tactics Instructor (WTI/ACTC Level 500).
- Strong consideration for significant contributions to improvements within their rating to include PQS development and conference member, NATOPS development and conference member, TACTIP involvement, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements, SEASOAG member, and Rating/Platform advisory, task, and working groups as these efforts contribute significantly to the enhancement of the combat effectiveness.
- Command Collateral Duty with documented impact to command mission, retention and
- 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.