



# AO CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



Aviation Ordnancemen 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 ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AOCM	22.5 Yrs	CSEL, 8CMC	36/36	Follow-on Shore Tours
23-26	AOCM AOCS	22.5 Yrs 19.20	CSEL, 8CMC/8CSC	36/36 48/48	4 <sup>th</sup> Sea Tour Billet: MMCP/MSCP/QAS/QAO/DIV LCPO/CSEL/Dept LCPO Duty: Squadron/AMMT Qualification: Senior Enlisted Academy
20-23	AOCM AOCS AOC	22.5 Yrs 19.20 13.18	CWO, CSEL, 8CMC/8CSC, ECM, Rating Detailer	36/36 48/48 48/48	3 <sup>rd</sup> Shore Tour Billet: Staff LCPO/Production LCPO/SEL/CSEL/Div LCPO/OIS-R/W Manager/QA Sup Duty: TYCOM/FRC/NRC/WING/AMMT Fleet Replacement Squadron/NAS/NMC Qualification: Senior Enlisted Academy
16-20	AOCS AOC AO1	19.20 Yrs 13.18 9.23	OCS,CWO, CSEL, 8CSC	48/48 48/48 36/48	3 <sup>rd</sup> Sea Tour Billet: MSCPO/Dept LCPO/QA/CSEL/DIV LCPO/LPO/Safety Technician Duty: Squadron/AMMT Qualification: SFF/SFM/FSQAR/QASO/EAWS
12-16	AOC AO1	13.18 Yrs 9.23	OCS,CWO, LDO, RDC, Enlisted Detailer, Equal Opportunity Advisor, Instructor Duty	48/48 36/48	2 <sup>nd</sup> Shore Tour Billet: Arm Tech/Instructor/RDC/Staff/Div/Prod/Maint LCPO/SEA/SEL/Special Programs (ex: SAMI) Range Master Instructor Duty: TYCOM/FRC/Fleet Replacement Squadron/RDC/Wing/NAS/NMC Qualification: MTS/Supervisor/QAR/QASO/Prod Ctrl Sup
8-12	AOC AO1 AO2	13.18 Yrs 9.23 4.40	OCS, LDO	48/48 36/48 48/48	2 <sup>nd</sup> Sea Tour Billet: Maint Tech, Supervisor, QA/LPO/DIV LCPO Special Programs (ex: SAMI)/Safety Technician Duty: Squadron/AMMT Qualification: SFF/SFM/FSQAR/CDI/LPO/QAR/TL/QASO/EAWS
4-8	AO1 AO2	9.23 Yrs 4.40	STA-21, LDO, RDC, Instructor Duty.	36/48 48/48	1 <sup>st</sup> Shore Tour Billet: Weps Tech/WC Sup/QA/LPO/Loader/ Instructor/Special Programs (ex: SAMI)/Safety Technician Duty: NMC/Fleet Replacement Squadron/FRC/NRC Qualification: EAWS/CDI/Sup Instructor/TL/QASO



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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
1-4	AO2 AO3 AOAN	4.40 Yrs TIR TIR	STA-21	48/48 48/48 48/36	1 <sup>st</sup> Sea Tour Billet: Weps Tech/WC Sup/LPO/Loader/Handler/ Plane Captain Duty: Squadron Qualification: EAWS/Plane Captain/CDI/ TM/TL/QASO
1+/-	AOAN AOAA Accession Training	TIR		48/36	Recruit Training (8 weeks) “A” School for aircraft platform/FRC/WPNS Assembly billet.

**Notes:**

1. “A” school is not required.
2. This rating utilizes a large amount of general or special duty billets for shore duty instead of in-rate billets, due to a lack of in rate shore duty options. Filling a billet outside the AO rating ashore will likely be required during a Sailor’s career.
3. E6 & above SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
4. NECs:
  - 724B Aviation Maintenance Material Control Master Chief
  - 770B Aviation Maintenance/Production Chief
  - 805A Instructor
  - 8CFL Command Fitness Leader
  - 8MTS Master Training Specialist
  - 8SEA Senior Enlisted Academy
  - 8LDC Chief Petty Officer Leader Enlisted Leadership Development
5. Acronyms:
 

AMMT	Aviation Maintenance Management Team
COR	Contracting Officer Representative
ACOR	Alternate Contracting Representative
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
GFR	Government Flight Representative
GGFR	Ground Government Flight Representative
GGR	Government Ground 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



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NRC	Navy Reserve Center
NSWC	Naval Surface Warfare Center
OIS-R	Ordnance Information System-Retail
OIS-W	Ordnance Information System-Wholesale
PC	Production Control
QAR	Quality Assurance Representative
QAS	Quality Assurance Supervisor
QASO	Quality Assurance Safety Observer
RAMCE	Reserve Aviation Maintenance Center of Excellence
SAMI	Small Arms Instructor
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
SFF	Safe for Flight
SFM	Safe for Mission
SAU	Squadron Augment Units
TPOC	Technical Point of Contact
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-18E/F platform)
VFC	Strike Fighter Composite (F-18/F-5 platform)
VP	Patrol Squadron (P-3/P-8 platform)
VRM	Fleet Logistic Multi-Mission Squadron (CMV-22)

### Considerations for advancement from E6 to E7

**NOTE:** *Advanced Leader Development Course (ALDC) is a requirement for advancement to E-7.*

#### 1. Sea Assignments

- Should have previously served or is currently serving as LPO of:
  - Production Division
  - Work Center
  - Quality Assurance
  - Maintenance Control
  - Deployment / Detachment LPO with documented mission impact
- Documentation of **utilizing** in-rate qualifications:
  - Collateral Duty Inspector (CDI)
  - Quality Assurance Representative (QAR)
  - Quality Assurance/Safety Observer (QA/SO)
- Upper-level qualifications
  - 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.
  - Full Systems Quality Assurance Representative (FSQAR)
  - Should be qualified QA/SO for Squadron
- Not required but a good indicator of character and ability to operate responsibly:
  - 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 12 consecutive months with command-wide impact indicates a best and most fully qualified candidate while serving in the Safety PO billet
  - Explosives Handling Qualification and Certification Program Board Member



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- 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
- 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 the Reserve Aviation Maintenance Center of Excellence (RAMCE) augment and support Fleet Replacement Squadrons and type wing operational requirements.
  - O-Level (FRS,SAU, RAMCE) favorable positions include:
    - Should have previously served or is currently serving as LPO of:
      - Work Center LPO
      - Quality Assurance LPO
      - Maintenance Control LPO
    - Documentation of **utilizing** in-rate qualifications:
      - Collateral Duty Inspector (CDI)
      - Quality Assurance Representative (QAR)
  - Upper-level qualifications are not required but are a good indicator of character and ability.
    - 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.
    - 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
    - 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 12 consecutive months with command-wide impact indicates a best and most fully qualified candidate while serving in the Safety PO billet
  - I-Level shore facility favorable positions include:
    - Work Center LPO
    - Quality Assurance LPO
    - Production Control LPO
  - Documentation of **utilizing** in-rate qualifications:
    - Qualified Collateral Duty Inspector (CDI)
    - Quality Assurance Representative (QAR)
    - Lean Six Sigma Green Belt Qualified
  - Upper-level qualifications:
    - Production Division Quality Assurance Representative (QAR)
    - Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS. E-6's holding the Production Control qualification should be given appropriate consideration for advancement due to the nature of the qualification.
    - Lean Six Sigma Black Belt Qualified
  - Not required but a good indicator of character and ability to operate responsibly
    - 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 12 consecutive months with command-wide impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.
    - Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment



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- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively
- Instructor/TYCOM/ISIC
- Attainment of 805A Instructor NEC and 8MTS Master Training Specialist (MTS) qualification if eligible
- Should be qualified QA/SO for NMC.
- Ordnance Information System-Retail Manager.
- 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**

**NOTE 1:** *NEC 8LDC 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; must have served in the billet for at least 12 consecutive months and shall be Safe-For-Flight (SFF), Safe-For-Mission (SFM), and/or Production Control (PC) qualified in the current type/model/series: Maintenance Control, Production Control, Quality Assurance LCPO.*

**NOTE 3:** *Strong consideration for personnel designated as a COR/ACOR/GGFR/GFR/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.*

**NOTE 4:** *All efforts should be made to participate in the Advancement Examination Readiness Review (AERR) to verify the accuracy of the assessment of professional rating knowledge at various developmental stages.*

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

- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively
- Safe for Flight (SFF)/Safe-For-Mission Qualification if stationed at **O-Level (Squadron)**
  - SFF/SFM Qualified on at least one aircraft platform.
  - Documentation of utilizing Safe for Flight (SFF)/Safe for Mission(SFM) Qualification
- Qualified in position (Division CPOs should be qualified at a minimum in their source rate as a CDI, if assigned to QA then be a qualified in source rate QAR)

#### **O-Level (Squadron)**

- At least 12 months in a command role/billet:
  - Maintenance LCPO qualified SFF/SFM
  - QA LCPO should be a qualified QAR (at least in their source rate)
  - Deployment / Detachment LCPO with documented mission impact
- Strong consideration for personnel designated as a Deployment / Detachment LCPO:
  - Rescue DETs and/or new delivery aircraft do **NOT** qualify as Detachment LCPO
- 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



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### 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 the Reserve Aviation Maintenance Center of Excellence (RAMCE) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- Qualified in position (Division CPOs should be qualified at a minimum in their source rate as a CDI, if assigned to QA then be a qualified in source rate QAR)
- O-Level (FRS, SAU, RAMCE) favorable positions include:
  - At least 12 months in a command role/billet:
    - Maintenance LCPO qualified SFF/SFM
    - QA LCPO should be a qualified QAR (at least in their source rate)
- O-Level (FRS, SAU, RAMCE) favorable qualifications include:
  - Upper-level qualifications are not required but are a good indicator of character and ability.
    - Full Systems Quality Assurance Representative (FSQAR)
    - Safe-For-Flight/Safe-For-Mission (SFM) Qualification
- Staff Duty
  - TYCOM Advisor/ISIC Inspector/Rating Detailer
  - Ordnance Information System-Wholesale Manager (TYCOM only)
- I-Level shore facility:
  - Production Control LCPO Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS
  - Quality Assurance LCPO should be a qualified QAR (at least in their source rate)
  - Lean Six Sigma Green Belt
  - Upper-level qualifications, not required but a good indicator of character and ability.
    - Production Division Quality Assurance Representative (QAR)
    - Lean Six Sigma Black Belt
- Navy Munitions Command (NMC)
  - Command LCPO
  - Ordnance Information System-Retail Manager
- Explosives Handling Qualification and Certification Program Board Member
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively
  - NRC SEL/Instructor/TYCOM/ISIC
  - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if eligible
- 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.





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

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

**NOTE 2:** *Strong consideration for personnel designated as a COR/ACOR/GGFR//GFR/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.*

**NOTE 3:** *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.*

**NOTE 4:** *All efforts should be made to participate in the Advancement Examination Readiness Review (AERR) to verify the accuracy of the assessment of professional rating knowledge at various developmental stages.*

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

- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively
- Senior Enlisted Academy or other service equivalent (required)
- Successfully lead a Maintenance Department
- 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.)
    - QAS/QAO should be a qualified QAR (at least in source rate)
- 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**

- 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 the Reserve Aviation Maintenance Center of Excellence (RAMCE) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- O-Level (FRS, SAU, RAMCE) favorable positions include:
- 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)
  - QAS/QAO
    - Needs to be a qualified QAR (at least in source rate)
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)



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- I-Level facility:
- At least 12 months in a command role / billet
  - Production SCPO
    - Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
  - Quality Assurance SCPO
    - Should be a qualified QAR (at least in their source rate)
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
- Staff Duty
- TYCOM Advisor/ISIC Inspector
- Navy Munitions Command (NMC)
- Senior Enlisted Leader
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
  - NRC SEL/TYCOM/ISIC
- 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.