



AZ CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



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.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AZCM	23.50 Yrs	CSEL, 8CMC	(Note 1)	Billets Located: CNAFR / FRC
23-26	AZCM AZCS	23.50 Yrs 18.75	CSEL, 8CMC/8CSC, SEA Faculty Advisor	(Note 1) 48/36	4 th Tour (Note 4,8) Billets Located: CNAFR / SQD SEL / NAVMAC / AMMT / MSW / FLSW / FRC / TSW
20-23	AZCM AZCS AZC	23.50 Yrs 18.75 13.50	CWO, CSEL, 8CMC/8CSC, ECM, Rating Detailer, Instructor, SEA Faculty Advisor, RDC, CCS	(Note 1) 48/36 48/36	3 rd Shore Tour (Note 4,7,8) Billets Located: CNAFR / SQD SEL / NAVMAC / NRC TSW / MSW / FLSW / FRC NAVAIR / FRS / NALO / RAMCE QUALS: Note 5/WARFARE/MTS NRC PQS/PC PQS/LEAN SIX SIGMA
16-20	AZCS AZC AZ1	18.75Yrs 13.50 9.37	OCS, CWO, CSEL, 8CSC, ECM, SEA Faculty Advisor, Rating Detailer, RDC, CCS	(Note 1) 48/36 48/42	3 rd Sea Tour (Note 4,6,7,8) Billets Located: AMMT SQD: MSW / FLSW / TSW QUALS: Note 5/WARFARE
12-16	AZCS AZC AZ1	18.75 Yrs 13.50 9.37	OCS, LDO, CWO, CSEL, ECM, SEA Faculty Advisor, Rating Detailer, RDC, CCS	(Note 1) 48/36 48/42	2 nd Shore Tour (Note 4,6,7,8) Billets Located: CNAFR / NAVMAC / SQD SEL MSW / FLSW / TSW FRC / NALO / NAVAIR / NRC / FRS / RAMCE NRDPC QUALS: Note 5/WARFARE/LEAN SIX SIGMA/PC PQS/NRC PQS/MTS
8-12	AZC AZ1 AZ2	13.50 Yrs 9.37 3.58	OCS, LDO, CSEL, RDC, Recruiting, Rating Detailer	48/36 48/42 48/42	2 nd Sea Tour (Note 4,6,7) Billets Located: AMMT SQD: MSW / FLSW / TSW QUALS: Note 5/WARFARE
5-8	AZ1 AZ2 AZ3	9.37 Yrs 3.58 TIR	STA-21, LDO, RDC	48/42 48/42 48/42	1 st Shore Tour (Note 4,6) Billets Located: FRS / FRC / NALO / MSW FLSW / TSW / RAMCE / NRDPC QUALS: Note 5/WARFARE/MTS LEAN SIX SIGMA/PC PQS/NRC PQS
1-5	AZ2 AZ3	3.58 Yrs TIR	STA-21, OCS	48/42 48/42	1 st Sea Tour Billets Located: SQD: MSW/FLSW/TSW QUALS: Note 5/WARFARE /PC PQS/NRC PQS
1+/-	AZAN AZAA Accession Training	TIR		48/42	Recruit Training (8 weeks)/A' School (8 weeks).



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NOTE:

1. This document provides baseline information and considerations as a career guide and personal/professional development, this is not all inclusive.
2. Detailing/rotation at the E7- E9 career point can be either sea or shore based on force detailing requirements/availability.
3. “A” School is not required.
4. AZ Rating requires a DONCAF adjudicated security clearance and **is not waivable**.
5. E6 & above SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
6. NECs held:
 - 805A Instructor
 - 825A Safety Petty Officer (Shore & Sea)
 - 724B Aviation Maintenance Material Control Master Chief
 - 770B Aviation Maintenance/Production Chief
 - F01A F-18 Automated Maintenance Environment Operator
 - F02A Optimized NALCOMIS System Administrator/Analyst OMA
 - F03A Optimized NALCOMIS Database Administrator/Analyst IMA
 - F02A/F03A NECs are billet/funding driven; are not attainable by all AZ's in units**
7. Advanced Leader Development Course H-570-4505 (ALDC), is a prerequisite for advancement to E-7.
8. Chief Petty Officer Leader Development Course H-570-4506 (CPO-LDC), is a prerequisite for advancement to E8.
9. Senior Enlisted Academy (SEA) is a requirement for advancement to E-9. **SHALL NOT** be looked at as unfavorable for advancement to E-8, **E-7 quotas for course are on a limited basis.**
10. Acronyms:

ACOR	Alternate Contracting Officer Representative
AMMT	Aviation Maintenance Management Team
CDQAR	Collateral Duty Quality Assurance Representative
CSEL	Command Senior Enlisted Leader
EAWS	Enlisted Aviation Warfare
FRC	Fleet Readiness Center
FRS	Fleet Replacement Squadron
GGFR	Ground Government Flight Representative
GGR	Government Flight Representative
IMA	Intermediate Maintenance Activity
L&R	Logs and Records
MC	Maintenance Control (Applies to O-Level Activity)
MMCPO	Maintenance Master Chief
MSCPO	Maintenance Senior Chief
MTS	Master Training Specialist
NRC	Naval Reserve Center
OMA	Organizational Maintenance Activity
OOMA DBA/A	Optimized NALCOMIS Database Administrator/Analyst
OTC	Officer Training Command
PC	Production Control (Applies to I-Level Activity)
QA	Quality Assurance



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QAR	Quality Assurance Representative
QPJ/QPA	Qualified Proficient Journeyman/Qualified Proficient Apprentice
RAMCE	Reserve Aviation Maintenance Center of Excellence
RTC	Recruit Training Command
SAU	Squadron Augment Units
SEL	Senior Enlisted Leader
SFF	Safe for Flight
SFM	Safe for Mission
SQD	Squadron
SRT	Special Reconnaissance Team
TDPC	Technical Directive Compliance Program Coordinator
TPOC	Technical Point of Contact

Advancement from E6 to E7

NOTE 1: SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-7. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and 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/PR/AS/AO rates.

NOTE 2: Only personnel assigned to NRC'S **SHALL** complete the Navy Reserve Activity Staff Personnel Qualification Standard – NAVEDTRA 43075-A series. ****Does not apply to NRA****

1. Sea Assignments

- Considerations for Fully Qualified
 - Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.
 - E6 & above **SHALL** have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
 - Completed a successful tour as LPO with impact (min of 12 months).
 - MC/PC
 - Division/Department
 - Command Collateral duties with documented impact.
 - Documented command impact for organizational leadership, communication, training, and mentorship in support of mission readiness.
 - FCPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
- Considerations for Best and Fully Qualified, in addition to above.
 - Documented force wide impact for organizational leadership, communication, training, and mentorship positions.
 - FCPOA leadership positions with documented impact.
 - SAILOR 360/Mentorship leadership positions with 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 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.
 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A
 - Community Service.



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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.
 - Considerations for Fully Qualified
 - Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.
 - E6 & above SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
 - NRC PQS, if applicable.
 - Completed a successful tour as LPO with impact (min of 12 months).
 - MC/PC – shall complete P/C PQS if applicable.
 - Division/Department
 - Command Collateral duties with documented impact.
 - Documented command impact for organizational leadership, communication, training, and mentorship.
 - FCPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
 - Considerations for Best and Fully Qualified, in addition to above.
 - Documented force wide impact for organizational leadership, communication, training, and mentorship positions in support of mission readiness.
 - FCPOA leadership positions with documented impact.
 - SAILOR 360/Mentorship leadership positions with 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 fully qualified candidate while serving in the Safety PO billet.
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 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A
 - Community Service.
 - Strong consideration for successful tours at 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, ie...Instructor/TYCOM/WING/Detailer.

Considerations for advancement from E7 to E8

NOTE 1: Chief Petty Officer Leader Development Course H-570-4506 (CPO-LDC), is a prerequisite for advancement to E8. Senior Enlisted Academy (SEA) is a requirement for advancement to E-9. Completion of SEA does not negate the requirement to complete CPO-LDC. Non-Completion of SEA **SHALL NOT** be looked at as unfavorable for advancement to E-8, **E-7 quotas for course are on a limited basis.**

NOTE 2: SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-8. E-7's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and 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/PR/AS/AO rates.

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1. Sea Assignments –

- Considerations for Fully Qualified
 - Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.
 - Shall have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
 - Completed a successful tour as LPO with impact (min of 12 months).
 - MC/PC
 - Division/Department
 - QA LCPO/QAS
 - SEL
 - Command Collateral duties with documented impact.
 - Documented command impact for organizational leadership, communication, training, and mentorship.
 - CPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
 - CPOI participation with documented impact.
- Considerations for Best and Fully Qualified, in addition to above.
 - NEC 770B Aviation Maintenance / Production Chief.
 - Documented force wide impact for organizational leadership, communication, training, and mentorship positions in support of mission readiness.
 - CPOA leadership positions with documented impact.
 - SAILOR 360/Mentorship leadership positions with documented impact.
 - CPOI leadership positions with documented impact.
 - Documentation of successful inspection cycle (AMI/MCI/MPA, etc.)
 - Detachment LCPO
 - Rescue DETs and DETs for new delivery aircraft do **NOT** qualify as Detachment LCPO
 - 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 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.
 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A
 - Community Service.
 - Assignment on AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
 - Participation in the Advancement Examination Readiness Review (AERR).
 - Strong consideration for personnel designated as a COR/ACOR/GGFR/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.

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

- Considerations for Fully Qualified
 - Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.
 - Shall have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
 - If assigned to NRC, shall complete NRC PQS within tour.
 - Completed a successful tour as LPO with impact (min of 12 months).
 - MC/PC – if assigned shall complete P/C PQS



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- Division/Department
 - SEL
 - QA LCPO/QAS
- Command Collateral duties with documented impact.
- Documented command impact for organizational leadership, communication, training, and mentorship.
 - CPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
 - CPOI participation with documented impact.
- Considerations for Best and Fully Qualified, in addition to above.
 - Documented leadership responsibilities in the absence of CMC/SEL.
 - Documented force wide impact for organizational leadership, communication, training, and mentorship positions in support of mission readiness.
 - FCPOA leadership positions with documented impact.
 - SAILOR 360/Mentorship leadership positions with documented impact.
 - Documentation of successful inspection cycle (AMI/MCI/MPA, etc.)
 - 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 fully qualified candidate while serving in the Safety PO billet.
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 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A.
 - Community Service.
 - Participation in the Advancement Examination Readiness Review (AERR).
 - Strong consideration for successful tours at 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, ie...Instructor/TYCOM/WING/Detailer/NAVMAC/NRC SEL/ECM
 - Strong consideration for personnel designated as a COR/ACOR/GGFR/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.

Considerations for advancement from E8 to E9

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

NOTE 2: : SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-9. E-8's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and 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/PR/AS/AO rates.

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1. Sea Assignments –
 - Considerations for Fully Qualified



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- Documentation of proficient utilization of in-rate knowledge, qualifications, and abilities.
- Shall have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
- Completed a successful tour as LPO with impact (min of 12 months).
 - MC/PC
 - Division/Department
 - QA LCPO/QAS
 - SEL
- Command Collateral duties with documented impact.
- Documented command impact for organizational leadership, communication, training, and mentorship.
 - CPOA membership involvement with documented impact.
 - SAILOR 360/Mentorship involvement with documented impact.
 - CPOI participation with documented impact.
- Considerations for Best and Fully Qualified, in addition to above.
 - Documented leadership responsibilities in the absence of CMC/SEL.
 - NEC 724B (not available to members assigned to AMMT)
 - Documented force wide impact for organizational leadership, communication, training, and mentorship positions in support of mission readiness.
 - CPOA leadership positions with documented impact.
 - SAILOR 360/Mentorship leadership positions with documented impact.
 - CPOI leadership positions with documented impact.
 - Documentation of successful inspection cycle (AMI/MCI/MPA, etc.)
 - Detachment LCPO
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 - Military/Civilian education/personal development.
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 - Community Service.
 - Assignment on AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
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- Division/Department
 - SEL
 - QA LCPO/QAS
- Command Collateral duties with documented impact.
- Documented command impact for organizational leadership, communication, training, and mentorship.
 - CPOA membership involvement with documented impact.
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 - Military/Civilian education/personal development.
 - Non-rate or billet required qualifications/NECs: ie..Lean Six Sigma Qualifications; MTS; 805A
 - Community Service.
 - Participation in the Advancement Examination Readiness Review (AERR).
 - Strong consideration for successful tours at 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, ie...Instructor/TYCOM/WING/Detailer/NAVMAC/NRC SEL/ECM
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