



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



Aviation Machinist's Mates (AD) maintain, inspect, troubleshoot, preserve, and de-preserve aircraft engines and their related systems, including fuel, lubrication, compression, combustion, exhaust, accessory gearbox, aircraft mounted accessory drive, propeller, anti-ice, bleed air systems, etc.; conduct special and conditional inspections and oil analysis; perform functional checks and required adjustments on engines and related systems; and supervise and provide training to power plant work centers.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AFCM	23.55 Yrs	CSEL 8CMC	36/36	Follow-on Shore Tours
23-26	AFCM ADCS	23.55 Yrs 19.31	CSEL, 8CMC/8CSC, MMCPO/724B	36/36 48/36	4 th Sea Tour Billet: MMCPO/MSCP/Staff LCPO/Production LCPO/QAS/QAO Duty: AMMT/Squadron Qualification: Senior Enlisted Academy/SFF/SFM
20-23	AFCM ADCS ADC	23.55 Yrs 19.31 15.17	CWO, CSEL, MMCPO/724B, 8CM C/8CSC, ECM, Rating Detailer	36/36 48/36 48/36	3 rd Shore Tour Billet: MMCPO/MSCP/Staff LCPO/Production LCPO/SEL/CSEL Duty: PERS/AMMT/WING/ Squadron/FRS/FRC/NRC Qualification: Senior Enlisted Academy/NRC PQS/SFF/SFM
16-20	ADCS ADC AD1	19.31 Yrs 15.17 9.18	MSCPO, OCS, CWO, CSEL, 8CSC	48/36 48/36 60/36	3 rd Sea Tour Billet: Maint LCPO/Dept LCPO/ QAS/QAO/CSEL Duty: AMMT/Ship/Squadron Qualification: SFF/SFM/QAR/ CDQAR
12-16	ADCS ADC AD1	19.31 Yrs 15.17 9.18	MSCPO, OCS, LDO, CWO, CSEL, 8CSC, RDC, Equal Opportunity Advisor, Instructor Duty	48/36 48/36 60/36	2 nd Shore Tour Billet: Instructor/RDC Staff/ Div/Prod/Maint CPO/QA/CSEL Duty: PERS/WING/AMMT/ Squadron/FRS/FRC/NRC Qualification: LCPO/SFF/SFM/NRC PQS
8-12	ADC AD1 AD2	15.17 Yrs 9.18 4.38	OCS, LDO, CSEL	48/36 60/36 60/36	2 nd Sea Tour Billet: Maint Tech/WC Sup/ Maint Turn Qual/QA/LPO/DIV LCPO Duty: AMMT/Ship/Squadron/ Qualification: SFF/SFM/QAR/ CDQAR/EAWS/LPO
4-8	AD1 AD2 AD3	9.18 Yrs 4.38 1.77	STA-21, LDO, RDC, Instructor Duty	60/36 60/36 60/36	1 st Shore Tour Billet: Maint Tech/WC Sup/LPO/Instructor Duty: Squadron/NAS/ FRC/NRC Qualification: NRC PQS/QAR/ CDQAR/Plane Captain/EAWS/MTS



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-4	AD2 AD3 ADAN	4.38 Yrs 1.77 9 Months	STA-21	60/36 60/36 60/36	1 st Sea Tour Billet: Maint Tech/Plane Captain/Collateral Duty Inspector/Maint Turn Qual Duty: Squadron Qualification: EAWS/Plane Captain/CDI
1+/-	ADAN ADAA Accession Training	9 Months		60/36	Recruit Training (8 weeks)/'A' School (9 weeks)/'C' School for aircraft platform or FRC billet.

Notes:

1. "A" School is not required.
2. This is a compression rating - AD/AM ratings compress to AF rating at Master Chief.
3. E6 & above SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
4. NECs held by ADs:

724B: Aviation Maintenance Material Control Master Chief

770B: Aviation Maintenance/Production Chief

I03A: Test Cell Operator/Maintainer

805A: Instructor

8CFL: Command Fitness Leader

8MTS: Master Training Specialist

8SEA: Senior Enlisted Academy

5. Acronyms:

AMMT	Aviation Maintenance Management Team
COR	Contracting Officer Representative
ACOR	Alternate Contracting Officer Representative
CDQAR	Collateral Duty Quality Assurance Representative
CDI	Collateral Duty Inspector
CSEL	Command Senior Enlisted Leader
EAWS	Enlisted Aviation Warfare Specialist
FRC	Fleet Readiness Center
FSQAR	Full System Quality Assurance Representative
HM	Helicopter Mine Countermeasures Squadron (MH-53E platform)
HSC	Helicopter Sea Combat Squadron (MH-60S platform)
HSM	Helicopter Maritime Strike Squadron
MMCPO	Maintenance Master Chief Petty Officer
MSCPO	Maintenance Senior Chief Petty Officer
NASC	Naval Aviation Schools Command – Pensacola
NRPDC	Navy Reserve Professional Development Center – New Orleans
QAO	Quality Assurance Officer
QAS	Quality Assurance Supervisor
QAR	Quality Assurance Representative
SEL	Senior Enlisted Leader
SFF	Safe for Flight
SFM	Safe for Mission
UAS	Unmanned Aircraft Systems
VAQ	Electronic Attack Squadron (EA-18G platform)
VAW	Carrier Airborne Early Warning (E-2/C-2 platform)



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VFA	Strike Fighter Squadron (F/A-18 E/F platform)
VFC	Fighter Squadron Composite (F/A-18 E/F platform)
VP	Patrol Squadron (P-3/P-8 platform)
VR	Fleet Logistics Support Squadron (C-37/C-40/C-130 platform)
VRM	Fleet Logistic Multi-mission Squadron (CMV-22)

Considerations for advancement from E6 to E7

NOTE: *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) is a requirement for advancement to E-6 and E-7 respectively.*

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:
 - Qualified 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
- 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) augment and support Fleet Replacement Squadrons and type wing operational requirements
- O-Level (FRS/SAU) 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.



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- 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:
 - Should have previously served or is currently serving as LPO of:
 - 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
 - NEC: I03A Engine Test Cell qualified (400 Division Personnel)
 - 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
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively
 - Instructor/TYCOM/WING
 - Attainment of 805A Instructor NEC and 8MTS Master Training Specialist (MTS) NEC qualification if eligible
- 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: *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; and must have served in the billet for at least 12 consecutive months: Maintenance Control, Production Control, Quality Assurance LCPO.*



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NOTE 3: *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.*

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
 - 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

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) 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)
- At least 12 months in a command role/billet:
 - Maintenance LCPO
 - QA LCPO should be a qualified QAR (at least in their source rate)
- O-Level (FRS/SAU) favorable positions include:
 - Upper-level qualifications are not required but are a good indicator of character and ability.
 - High-Power/Low-Power Turn Qualification
 - Full Systems Quality Assurance Representative (FSQAR)
 - Safe-For-Flight/Safe-For-Mission (SFM) Qualification
- I-Level shore facility:
 - Production Division LCPO
 - Quality Assurance LCPO
 - Lean Six Sigma Green Belt Qualified
- Documentation of **utilizing** in-rate qualifications:
 - Collateral Duty Inspector (CDI)
 - QA LCPO should be a qualified QAR (at least in their source rate)
 - Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.



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- Documentation of **utilizing** Upper-level qualifications, not required but a good indicator of character and ability.
 - Production Division Quality Assurance Representative (QAR)
 - NEC: I03A Engine Test Cell qualified (400 Division Personnel)
 - Lean Six Sigma Black Belt Qualified
- Staff Duty
 - TYCOM Advisor/WING Inspector/Rating Detailer
- 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/WING
 - Attainment of 805A (Instructor) NEC and 8MTS Master Training Specialist (MTS) NEC 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

Considerations for advancement from E8 to E9

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

NOTE 2: *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 3: *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.*

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
- 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)
 - QAS/QAO
 - 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)
- 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



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- 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) augment and support Fleet Replacement Squadrons and type wing operational requirements
 - 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)
 - 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/WING Inspector/ Enlisted Community Manager/ Senior Enlisted Academy or other service equivalent
 - 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/WING
 - 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