



**AWF CAREER PATH**  
 TRAINING AND ADMINISTRATION OF  
 THE RESERVES (TAR)



Naval Aircrewman Mechanical (AWF) belongs to a diverse community that is highly specialized to the platform to which they are assigned. AWF's serve as Flight Engineers on P-3 and C-130 aircraft. In addition, they serve as Crew Chiefs and/or Loadmasters on C-40, C-37, CMV-22, and C-130.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AWFCM	24.3 Yrs	CSEL, 8CMC	36/36	Billet: TYCOM/ECM/FLSW/MSW
23-26	AWFCM AWFCS	24.3 Yrs 21.1	CSEL, 8CMC/8CSC	36/36 60/36	Billet: CSEL/TYCOM/ECM/FLSW/MSW Duty: VR/FRC/VRM/NALO Position: FE/CC Qualification: NATOPS IUTI/Evaluator/ Maintenance Control LCPO/SFF/QAO/QAS
19-23	AWFCS AWFC AWF1	21.1 Yrs 16.2 9.9	CWO, CSEL, 8CSC, OCS, RDC, ECM, Rating Detailer	60/36 60/36 60/36	Billets: CSEL/TYCOM/ECM/FLSW/MSW/ NATTC/NACCS/Instructor/LPO or LCPO: Operations/NATOPS/Maintenance Control/ Quality Assurance/Instructor Duty: VR/FRC/FRC/NALO/VRM/CFLSW/ ALTC/CNAFR Position: FE/CC Qualification: NATOPS: IUTI, Evaluator, Instructor/SFF/QAO/QAS/FSQAR/MTS
15-19	AWFCS AWFC AWF1	21.1 Yrs 16.2 9.9	CSEL, CWO, 8CSC, OCS, RDC	60/36 60/36 60/36	Billets: CSEL/TYCOM/ECM/FLSW/MSW/ NATTC/NACCS/Instructor/LPO or LCPO: Operations/NATOPS, Maintenance Control, Quality Assurance Duty: VR/FRC/VRM/NALO/FLSW/MSW/ ALTC Position: FE/CC Qualification: NATOPS: IUTI, Evaluator, Instructor/SFF/QAR/FSQAR/CDQAR/MTS
12-15	AWFC AWF1 AWF2	16.2 Yrs 9.9 3.7	CSEL, CWO, LDO, OCS, RDC	60/36 60/36 60/36	Billets: TYCOM/FLSW/MSW/ NATTC/NACCS/Instructor/LPO or LCPO: Operations, NATOPS, Maintenance Control, Quality Assurance Duty: VR/FRC/VRM/NALO/CFLSW/ALTC Position: FE/CC/LM Qualification: NATOPS: IUTI, Evaluator, Instructor/SFF/QAR/FSQAR/CDQAR/CDI/MTS
9-12	AWF1 AWF2	9.9 Yrs 3.7	LDO, OCS	60/36 60/36	Billets: TYCOM/FLSW/MSW/NATTC /NACCS/Operations Clerk/NATOPS/LPO: Operations, NATOPS, Maintenance Control, Quality Assurance/Instructor Duty: VR/VRM/NALO/FLSW/ALTC/NACCS Position: FE/CC/LM Qualification: NATOPS: IUTI, Evaluator, Instructor/SFF/QAR/FSQAR/CDQAR/CDI/ MTS/Engine Turn
6-9	AWF2 AWF3	3.7 Yrs 1.4	STA-21, OCS	60/36 60/36	Billets: Aircrewman/Maintenance Tech/NATOPS Clerk/Operations Clerk Duty: VR/VRM/NALO Qualification: NATOPS Instructor/ Positional qualification/FE/CC/LM/Plane Captain/EAWS/CDI/Engine Turn



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	Tour Length	TYPICAL CAREER PATH DEVELOPMENT
2-6	AWF2 AWF3	3.7 Yrs 1.4	STA-21, LDO, RDC, Naval Academy, Instructor Duty	60/36 60/36	Billets: Aircrewman/Maintenance Tech/NATOPS Clerk/Operations Clerk Duty: VR/VRM Qualification: NATOPS Instructor/ positional qualification LM/Plane Captain/NAWS/EAWS/CDI.
1+/-	AWFAN AWFAA Accession Training	9 Months		60/36	Recruit training/NACCS/ALTC/SERE and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

1. "A" School is required
2. Upon completion of initial training pipelines, AWFs are typically closed-loop detailed by their NEC/platform until there is no longer a need for that particular NEC.
3. Member must volunteer for duty involving flying.
4. May be required to attend refresher training at a Fleet Replacement Squadron/Air Logistics Training Center upon completion of duty not involving flying and participate in annual NATOPS evaluations.
5. In addition to operational duties, all AWFs are required to maintain minimum Naval Aircrew standards, including flight physicals and Class II swim qualifications, and maintain a SECRET or higher security clearance.
6. Due to the limited availability of Shore Duty, it is not uncommon for an FTS Aircrewman to complete an entire career on Sea Duty.
7. NECs held by AWFs:
  - 724B: Aviation Maintenance Material Control Master Chief<sup>1</sup>
  - 776A: Naval Aircrewman (Special Assignment)
  - 777A: Weapons and Tactic Instructor
  - 778A: C-40A Second Loadmaster
  - 805A: Master Training Specialist
  - 812A: Professional Development Instructor
  - G16A: C-40A Crew Chief
  - G22A: C-37 Crew Chief
  - G25A: C-130 Flight Engineer
  - G35A: CMV-22 Transport Aircrewman
  - G51A: C-130 Second Loadmaster
  - G53A: C-130 Loadmaster
  - G57A: C-12/C-26 Transport Aircrewman
  - G63A: C-40A Loadmaster

**NEC Notes:**

(1) The AWF "Source Rating" is limited to the FTS/SELRES community members who have previously earned the NEC code prior to 1 October 2008 ONLY. This NEC code is not authorized for NEW assignment to AWF members who did not previously earn the NEC code prior to 1 October 2008.



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8. ACRONYMS SPECIFIC TO THE AW RATE INCLUDE:

2LM	Second Loadmaster
ACTC	Air Combat Training Continuum
ALTC	Air Logistics Training Command
ANI	Assistant NATOPS instructor
CC	Crew Chief
CDI	Collateral Duty Inspector
CDQAR	Collateral Duty Quality Assurance Representative
CSEL	Command Senior Enlisted Leader
EAWS	Enlisted Aviation Warfare Specialist
FE	Flight Engineer
FLSW	Fleet Logistics Support Wing
FRS	Fleet Replacement Squadron
FSQAR	Full System Quality Assurance Representative
IUTI	Instructor Under Training Instructor
LM	Loadmaster
LSRS	Littoral Surveillance Radar System
MMCPO	Maintenance Master Chief
MSCPO	Maintenance Senior Chief
MSW	Maritime Support Wing
MPRWS	Maritime Patrol and Reconnaissance Weapons School
NACCS	Naval Aircrew Candidate School
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 (SEAL Team 17/SEAL Team 18)
QAR	Quality Assurance Representative
QAS	Quality Assurance Supervisor
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
SERE	Survival, Evasion, Resistance, Escape
SFF	Safe for Flight

9. AWFs **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.

**Considerations for advancement from E6 to E7**

1. Sea Assignments

- Documentation of utilizing in-rate qualifications
  - Positional Qualification
  - Shall have documented flight hours in block 43 of the Evaluation, minimum of 48 hours required to be operational.
- **Shall** have completed NAWS qualification. Consideration should be given to multiple warfare qualifications.
- Should have served as LPO or Assistant LPO in one of the following:
  - NATOPS
  - Training or Tactics
  - Operations
  - Maintenance Work Center (if assigned to the Maintenance Department)
- Upper-level qualifications
  - Flight Engineers and Crew Chiefs display the pinnacle of positional responsibility and leadership in each platform and are considered to be performing at the E-7 level.
  - NATOPS IUTI, NATOPS Evaluator, NATOPS Instructor or Assistant NATOPS Instructor/400 Level ACTC



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- Not required but a good indicator of character and ability to operate responsibly, considered to be the pinnacle of aircrew qualifications.
    - Full Systems QAR shows that an Aircrewman has met the expectations as a maintenance subject matter expert on their airframe and capable of performing maintenance when away from home station.
    - SFF qualification is not required for advancement to E-7 and does not fall into the normal job scope of a Naval Aircrewman, but is considered to be the pinnacle of aviation maintenance qualifications. E-6's attached to the Maintenance Department holding the SFF qualification should be given the same consideration for advancement as those holding the 400 level ACTC qualification.
  - 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.
  - Strong consideration for significant contributions to improvements within their rating to include PQS development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.
2. Shore Assignments
- NATOPS IUTI or Evaluator, ALTC/NATTC 'A' School, NACCS, Instructor, Navy Air Logistics Office (NALO) Instructor Duty, Detailer.
  - Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
    - Attainment of Master Training Specialist (MTS) qualification if eligible
    - Instructor/Recruiter/PERS/BUPERS
  - Personnel assigned to RTC, OTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
  - 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.
  - Should have served as LPO or Assistant LPO in one of the following:
    - NATOPS
    - Training or Tactics
    - Operations
  - Strong consideration for significant contributions to improvements within their rating to include PQS development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.

**Considerations for advancement from E7 to E8**

**Required:** CPOLDC will be a required for advancement to E8 commencing with the FY 2026 Selection Board.

**Not Required:** Senior Enlisted Academy – This course is not required and has limited E7 quotas.

**NOTE 3:** *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
- **Shall** have documented flight hours in block 43 of the Evaluation, minimum of 48 hours required to be operational.
  - **Shall** have completed NAWs qualification. Consideration should be given to multiple warfare qualifications.
  - NATOPS Instructor or Assistant NATOPS Instructor/400 Level ACTC position held
  - Safe for Flight (SFF) Qualification attained at some point if attached to the Maintenance Department
  - Full Systems QAR (FSQAR) Qualification attained at some point if attached to the Quality Assurance Division



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- At least 12 months in a command role / billet
    - Division LCPO
    - Department LCPO
    - \*Maintenance Control CPO if attached to Maintenance Department
    - NATOPS Instructor/Evaluator
  - 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
  - Strong consideration for significant contributions to improvements within their rating to include PQS development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.
  - Strong consideration for personnel designated as a Detachment LCPO
2. Shore Assignments
- FLSW, MSW, FRS, ALTC, Instructor Duty, NALO, Detailer, NRC CSEL.
  - Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
    - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if eligible.
    - Instructor/Recruiter
  - Command Collateral duties with documented impact.
  - Personnel assigned to RTC, OTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
  - 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
  - Should have served as LCPO in one of the following departments:
    - NATOPS Instructor/NATOPS Evaluator
    - Training or Tactics
    - Operations
    - Maintenance
  - Attainment and utilization of Instructor Qualifications
  - Strong consideration for significant contributions to improvements within their rating to include PQS development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.

**Considerations for advancement from E8 to E9**

**Required:** Graduate of Senior Enlisted Academy – This course is available to all E8's and E9's.

**NOTE 1:** *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
- VR/VRM
  - Senior Enlisted Academy or other service equivalent (required)
  - **Shall** have documented flight hours in block 43 of the Evaluation, minimum of 48 hours required to be operational
  - At least 12 months in a command role / billet any of the following:
    - Aircrew Readiness Manager



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- Senior Enlisted Aircrewman
  - Operations LCPO
  - NATOPS LCPO
  - Maintenance SCPO
  - QAO/QAS
  - CSEL
  - NATOPS: IUTI, Instructor, Evaluator
  - Senior Enlisted Leader during absence of incumbent CMC/SEL
    - Not required for advancement however a positive indicator of responsibility, character, 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.
  - Strong consideration for significant contributions to improvements within their rating to include PQS development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.
2. Shore Assignments
- FLSW, MSW, FRS, ECM, Lead Detailer, TYCOM, NAVAIR, FRC, CSEL
  - At least 12 months in a command role/billet any of the following:
    - Aircrew Readiness Manager
    - Senior Enlisted Aircrewman
    - CSEL
  - Command Collateral duties with documented impact.
  - Personnel assigned to RTC, OTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
  - 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
  - Should have served as LCPO in one of the following departments:
    - NATOPS
    - Training or Tactics
    - Operations
    - Maintenance
  - Strong consideration for significant contributions to improvements within their rating to include PQS development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.