



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 | 25.33 Yrs | CSEL, 8CMC | (Note 1) | Billet: CNAFR/MMCPO/SEL Qualification: EAWS |
| 23-26 | AZCM AZCS | 25.33 Yrs 18.33 | CSEL, 8CMC/8CSC, SEA Faculty Advisor | (Note 1) 48/36 | 4 th Tour (Note 2) Billet: MMCPO/MSCPO/Staff SCPO/Production MSCPO/ SEL/CSEL/QAS/QAO Duty: AMMT/SQD/ECH IV/TYCOM/ STAFF/SEA Qualification: SFF/SFM/EAWS |
| 20-23 | AZCM AZCS AZC | 25.33 Yrs 18.33 13.65 | CWO, CSEL, 8CMC/8CSC, ECM, Rating Detailer, Instructor, SEA Faculty Advisor | See Note 1 48/36 48/36 | 3 rd Shore Tour Billet: MMCPO/MSCPO/Staff LCPO/Production LCPO/ SEL/CSEL/QAS/QAO/ACOR/ TPOC/GGFR/GGR Duty: PERS/TYCOM/ECH IV /FRC/NRC/RESFOR/FRS/ NAVAIR/NAVMAC/STAFF Qualification: NRC PQS/SFF/SFM/EAWS/Six Sigma Lean/MCPO/MSCPO |
| 16-20 | AZCS AZC AZ1 | 18.33Yrs 13.65 8.77 | OCS, CWO, CSEL, 8CSC, SEA Faculty Advisor | 48/36 48/36 48/42 | 3 rd Sea Tour Billet: Maint LCPO/Dept LCPO/QAO/QAS/CSEL/LPO Duty: AMMT/SQD/SAU Qualification: EAWS/SFF/SFM |
| 12-16 | AZCS AZC AZ1 | 18.33 Yrs 13.65 8.77 | OCS, LDO, CWO, CSEL, RDC, Command Climate Specialist, Instructor Duty | 48/36 48/36 48/42 | 2 nd Shore Tour Billet: Instructor/LCPO/ MC/PC/LPO/ACOR/TPOC/ GGFR/GGR Duty: FRS/FRC/TYCOM/ECH IV/STAFF Qualification: EAWS/SFF/SFM/Six Sigma Lean/Safety Technician |
| 8-12 | AZC AZ1 AZ2 | 13.65 Yrs 8.77 3.35 | OCS, LDO, CSEL | 48/36 48/42 48/42 | 2 nd Sea Tour Billet: LCPO/MC/ L&R/LPO/SUP/DBA/CTPL/O PS Admin/Maint Admin Duty: SQD/AMMT/SAU Qualification: MC/PC/Phase Coord/SFF/SFM/EAWS/Safety Technician |
| 5-8 | AZ1 AZ2 AZ3 | 8.77 Yrs 3.35 2.07 | STA-21, LDO, RDC, Instructor Duty | 48/42 48/42 48/42 | 1 st Shore Tour Billet: Instructor/MC/PC/ NALCOMIS DBA/L&R/CTPL/ Maint Admin Clerk/LPO/SUP Duty: FRS/FRC/ECH IV |



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



| | | | | | |
|------|------------------------------------|------------------|-------------|----------------|---|
| | | | | | Qualification: EAWS/Six Sigma Lean/Safety Technician |
| 1-5 | AZ2 AZ3 | 3.35 Yrs 2.07 | STA-21, OCS | 48/42 48/42 | 1 st Sea Tour Billet: MC/L&R/CTPL/OPS Admin/Maint Admin Duty: SQD Qualification: NEC/EAWS/QPJ/QPA |
| 1+/- | AZAN AZAA Accession Training | 9 Months | | 48/42 | Recruit Training (8 weeks)/'A' School (8 weeks). |

NOTE:

1. Detailing at this paygrade is based on force requirements/availability.
2. Detailing at this 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 waiverable.
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; may not be attainable by all AZ's**

7. ACRONYMS INCLUDE:

| | | | |
|------|---|------|--------------------------------------|
| ACOR | Alternate Contracting Officer Representative | GGFR | Ground Government |
| | Flight Representative | EAWS | Enlisted Aviation Warfare Specialist |
| GGR | Government Flight Representative | SEL | Senior Enlisted Leader |
| CSEL | Command Senior Enlisted Leader | SFF | Safe for Flight |
| QAR | Quality Assurance Representative | SQD | Squadron |
| SFM | Safe for Mission | NRC | Naval Reserve Center |
| FRC | Fleet Readiness Center | AMMT | Aviation Maintenance |
| L&R | Logs and Records Management Team | RTC | Recruit Training |
| | Command | TPOC | Technical Point of Contact |
| FRS | Fleet Replacement Squadron | OMA | Organizational Maintenance Activity |
| SAU | Squadron Augment Units | QA | Quality Assurance |
| OTC | Officer Training Command | MTS | Master Training Specialist |
| IMA | Intermediate Maintenance Activity | | |
| MC | Maintenance Control (Applies to O-Level Activity) | | |



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



| | | | |
|------------|---|-----|------------------------|
| PC | Production Control (Applies to I-Level Activity) Team | SRT | Special Reconnaissance |
| MMCPO | Maintenance Master Chief | | |
| MSCPO | Maintenance Senior Chief | | |
| QPJ/QPA | Qualified Proficient Journeyman/Qualified Proficient Apprentice | | |
| CDQAR | Collateral Duty Quality Assurance Representative | | |
| OOMA DBA/A | Optimized NALCOMIS Database Administrator/Analyst | | |
| TDPC | Technical Directive Compliance Program Coordinator | | |

Considerations for advancement from E6 to E7

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

1. Sea Assignments

- Must have documentation of proficient utilization of in-rate knowledge/qualifications/abilities.
- Should have served as LPO or Assistant LPO
 - MC
 - Division
 - Department
 - SFF/SFM Qualification
 - SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-7 and is limited only to certain platforms for AZ rating. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and with 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 rate.
 - Command Collateral duties with documented impact.
 - FCPOA membership with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.
 - SAILOR 360/Mentorship with strong involvement and documented impact. Consideration should be given to those in leadership positions who have 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 most 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.

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.
- Must have documentation of proficient utilization of in-rate knowledge/qualifications/abilities.
- FRS favorable positions include:
 - Maintenance Control
 - Dept/Div LPO
 - Qualifications:
 - SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-7 and is limited only to certain platforms for AZ rating. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and with documented usage.



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



- Shore facility favorable positions include:
 - PC LPO
 - Dept/Div LPO
- Qualifications:
 - Six Sigma Lean Greenbelt Certification.
 - 805A Instructor NEC
 - MTS (if available)
- Strong consideration to 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.
 - Instructor/TYCOM/WING
- Command Collateral duties with documented impact.
- FCPOA membership with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.
- 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 impact indicates a best and most 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. I-level Activities operating satellite Production Controls and Logs and Records in Divisions (such as Power Plants and SE), will have Divisional TDPC's designated by TD Program Manager.

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, SRT LCPO. Various platforms have established source rate NEC limitations.*

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

- SFF/SFM
 - SFF/SFM qualification is **NOT A REQUIREMENT** for advancement to E-8 and is limited only to certain platforms for AZ rating. E-7's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification and with 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 rate.
- At least 12 months in a command role/billet
 - Maintenance LCPO
 - QA LCPO / QAS
 - Deployment / Detachment LCPO / SEL



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



- Rescue DETs and DETs for new delivery aircraft do NOT qualify as Detachment LCPO
- Assignment on AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
- Command Collateral Duty with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- Safety Technician 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 most 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.

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.
- At least 12 months in a command role/billet:
 - MC LCPO
 - QA LCPO
- I-Level shore facility:
 - Production Control LCPO, personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.
 - Quality Assurance LCPO
- Strong consideration to high priority assignments such as RTC, OTC and Naval Academy as a Recruit Division Commander due to the extensive screening, endorsement, and selection process.
- Staff Duty: Strong consideration for successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - TYCOM Advisor/WING Inspector/Enlisted Community Manager/NAVMAC/NAVAIR/NRC /Rating Detailer
- Qualifications:
- 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****
 - Six Sigma Lean Greenbelt Certification.
 - 805A Instructor NEC
 - MTS (if available)
 - SFF/SFM (if available)
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- 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 impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.



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



- 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. I-level Activities operating satellite Production Controls and Logs and Records in Divisions (such as Power Plants and SE), will have Divisional TDPC's designated by TD Program Manager.

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/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. However, source rated personnel at the O-Level shall be SFF qualified prior to awarding NEC. C-130 SFF Certifier NEC E47A (Rev. 3/23) and C-40 SFF Certifier NEC E50A (Rev. 6/22) are **NOT** authorized for AZ, PR, AS, or AO source ratings.*

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

- Assignment on AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
- At least 12 months in a command role:
 - 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.)
- 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/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

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.
- 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



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



- Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
- Staff Duty: Strong consideration for successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - TYCOM Advisor/WING Inspector/Enlisted Community Manager/NAVMAC/NAVAIR/NRC
- I-Level shore facility:
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.) and serving in one of the following billets:
 - Production Control SCPO, personnel assigned to Production Control SHALL complete the Production Control (IMA) PQS
 - QAO/QAS
- Qualifications:
 - Six Sigma Lean Greenbelt Certification.
 - 805A Instructor NEC
 - MTS (if available)
 - SFF/SFM (if available)
- Strong consideration to high priority assignments such as RTC, OTC and Naval Academy as a Recruit Division Commander due to the extensive screening, endorsement, and selection process.
- 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 with documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions with documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions with documented impact.