



AO CAREER PATH
TRAINING AND ADMINISTRATION OF THE RESERVES (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 18.88 | CSEL, 8CMC/8CSC | 36/36 48/48 | 4 th Sea Tour Billet: MMCPO/MSCPO/QAS/QAO/DIV LCPO/CSEL/Dept LCPO Duty: Squadron/AMMT Qualification: Senior Enlisted Academy |
| 20-23 | AOCM AOCS AOC | 22.5 Yrs 18.88 13.95 | CWO, CSEL, 8CMC/8CSC, ECM, Rating Detailer | 36/36 48/48 48/48 | 3 rd Shore Tour Billet: Staff LCPO/Production LCPO/SEL/ CSEL/Div LCPO/OIS-R/W Manager/QA Sup Duty: TYCOM/FRC/NRC/WING/ Fleet Replacement Squadron/NAS/NMC Qualification: Senior Enlisted Academy |
| 16-20 | AOCS AOC AO1 | 18.88 Yrs 13.95 8.88 | OCS,CWO, CSEL, 8CSC | 48/48 48/48 36/48 | 3 rd Sea Tour Billet: MSCPO/Dept LCPO/QA/CSEL/ DIV LCPO/LPO Duty: Squadron/AMMT Qualification: SFF/SFM/FSQAR/QASO/ EAWS |
| 12-16 | AOC AO1 | 13.95 Yrs 8.88 | OCS,CWO, LDO, RDC, Enlisted Detailer, Equal Opportunity Advisor, Instructor Duty | 48/48 36/48 | 2 nd 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 | 13.95 Yrs 8.88 4.40 | OCS, LDO | 48/48 36/48 48/48 | 2 nd Sea Tour Billet: Maint Tech, Supervisor, QA/LPO/DIV LCPO Special Programs (ex: SAMI). Duty: Squadron/AMMT. Qualification: SFF/SFM/FSQAR/CDI/LPO/ QAR/TL/QASO/EAWS |
| 4-8 | AO1 AO2 | 8.88 Yrs 4.40 | STA-21, LDO, RDC, Instructor Duty. | 36/48 48/48 | 1 st Shore Tour Billet: Maint/Weps Tech/Loader/ Sup Instructor/Special Programs (ex: SAMI) Duty: NMC/Fleet Replacement Squadron/ FRC/NRC Qualification: CDI/Sup Instructor/TL/QASO |
| 1-4 | AO2 AO3 AOAN | 4.40 Yrs 1.93 9 Months | STA-21 | 48/48 48/48 48/36 | 1 st Sea Tour Billet: Maint/Weps Tech/Loader, Handler, Plane Captain. Duty: Squadron. Qualification: EAWS/Plane Captain/CDI/ TM/TL |
| 1+/- | AOAN AOAA Accession Training | 9 Months | | 48/36 | Recruit Training (8 weeks) “A” School for aircraft platform/FRC/WPNS Assembly billet. |



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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. ACRONYMS SPECIFIC TO THE AO RATE INCLUDE:

| | |
|-------|---|
| 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 |
| 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 |
| 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 |
| SAMI | Small Arms Instructor |
| SEA | Senior Enlisted Academy |
| SEL | Senior Enlisted Leader |
| SFF | Safe for Flight |
| SFM | Safe for Mission |
| 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) |



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Considerations for advancement from E6 to E7

NOTE: Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) will be a prerequisite for advancement to E-6 and E-7 respectively, starting in calendar year 2025.

1. Sea Assignments

- Documentation of **utilizing** in-rate qualifications:
 - Collateral Duty Inspector (CDI)
 - Quality Assurance Representative (QAR)
 - Quality Assurance/Safety Observer (QA/SO)
- At least one warfare pin (AW primary)
- Should have previously served or is currently serving as LPO of:
 - Production Division
 - Work Center
 - Quality Assurance
 - Maintenance Control
- Upper-level qualifications
 - Full Systems Quality Assurance Representative (FSQAR)
 - 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.
- Should be qualified QA/SO for Squadron
- 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.

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 Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- O-Level (FRS/SAU/TSU) favorable positions include:
 - Work Center LPO
 - Quality Assurance LPO
 - Maintenance Control LPO
 - 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
 - ***SFF/SFM qualification is not required for advancement to E-7 but is considered the pinnacle of maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
- I-Level shore facility favorable positions include:
- Documentation of **utilizing** in-rate qualifications:
 - Qualified Collateral Duty Inspector (CDI)
 - Quality Assurance Representative (QAR)
 - Work Center LPO
 - Quality Assurance LPO
 - Production Control LPO/400 Division Production Control LPO
 - 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.
 - Upper-level qualifications:
 - Production Division Quality Assurance Representative (QAR)



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- Engine Test Cell qualified (400 Division Personnel).
 - Not required but a good indicator of character and ability to operate responsibly.
- Lean Six Sigma Green Belt Qualified or Black Belt Qualified
- 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) 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

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 1: *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.*

NOTE 2: *Strong consideration for personnel designated as a COR/ACOR/TPOC/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: *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

- At least one warfare pin (AW primary)
- Safe for Flight (SFF)/Safe for Mission (SFM) Qualification if stationed at the **O-Level (Squadron)**
 - SFF/SFM Qualified on at least one aircraft platform
- At least 12 months in a command role/billet:
 - Maintenance LCPO
 - QA LCPO
 - Detachment LCPO
- Strong consideration for personnel designated as a Detachment LCPO:
 - Rescue DETs and/or new delivery aircraft do NOT qualify as Detachment LCPO
- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively.
- 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

- At least one warfare pin (AW primary)
- Staff Duty
 - TYCOM Advisor/WING Inspector/Rating Detailer
 - Ordnance Information System-Wholesale Manager (TYCOM only)
- 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 Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- I-Level shore facility:
 - Production Division LCPO
 - Quality Assurance LCPO
 - Production Control LCPO
 - Upper-level qualifications, not required but a good indicator of character and ability.
 - Production Division Quality Assurance Representative (QAR)
 - Lean Six Sigma Green Belt or 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/WING
 - 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.

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: *Strong consideration for personnel designated as a COR/ACOR/TPOC/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 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: *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.)



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- QAO/QAS
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
 - At least one warfare pin (AW Primary)
 - 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 Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
 - At least 12 months in a command role / billet
 - Maintenance SCPO (O-Level) - Qualified Safe For Flight
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
 - Production SCPO (I-Level)
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
 - QA SCPO/QAO
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
 - Staff Duty
 - TYCOM Advisor/WING Inspector
 - I-Level shore facility:
 - Production Division LCPO
 - Quality Assurance LCPO
 - Production Control LCPO
 - 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/WING
 - Senior Enlisted Leader during absence of incumbent
 - Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
 - At least one warfare pin (AW Primary)
 - Command Collateral duties with documented impact.
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