

STS CAREER PATH (SS)



Sonar Technicians receive extensive training in the operation and maintenance of advanced electronic equipment and computers used in sound, navigation, and ranging systems. Responsible for the operation, routine care, and repair of complex electronic and electro-mechanical equipment and computers for the performance of underwater surveillance and aiding in safe navigation and search-and-rescue operations.

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/ShORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|------------------------------------|--------------------------|--|----------------|--|
| 26-30 | STSCM | 20.4 Yrs | FORCM, COB/CMC Program, CSEL, ACINT Specialist SEL, ACINT Program Manager, IUSS Master Analyst | 36 | 4 th Shore Tour Billet: CSEL/CUS/TUSC Duty: Washington DC/TYCOM/GRP/SQD/School House/SRS /NPC/ BUPERS |
| 23-26 | STSCM STSCS | 20.4 Yrs 16.5 | COB/CMC Program, CSEL, ACINT Specialist SEL | 36 | 4 th Sea Tour Billet: COB/3MC/LCPO Duty: Submarine Qualification: DOOW/Pilot/COW/DCPO/Sonar Supervisor |
| 20-23 | STSCM STSCS STSC | 20.4 Yrs 16.5 13.6 | CWO, CSEL, COB/CMC Program, ACINT Specialist, ECM, IUSS Master Analyst | 36 | 3 rd Shore Tour Billet: Instructor/Staff/IMA / CUS/TUSC and NDC Duty: IMA/TYCOM/GRP/SQD/School House/BUPERS/NPC/IUSS/SSEP Qualification: MTS/TC |
| 16-20 | STSCS STSC STS1 | 16.5 Yrs 13.6 8.3 | LDO, CWO, OCS, MECP, ACINT Specialist, CSEL, COB, PEP | 36 | 3 rd Sea Tour Billet: COB/Dept LCPO/Div LCPO Duty: Submarine/Submarine Tender Qualification: DOOW/Pilot/COW/DCPO/Sonar Supervisor/PEP |
| 12-16 | STSCS STSC STS1 | 16.5 Yrs 13.6 8.3 | | 36 | 2 nd Shore Tour Billet: Instructor/RDC/SQD/TRE/TUSC/CUS and NDC Duty: School House/RTC/TYCOM/GRP/SQD/IMA/IUSS/SSEP Qualification: MTS/WR/TC/FAWO |
| 8-12 | STSC STS1 STS2 | 13.8 Yrs 8.3 4.2 | | 48 | 2 nd Sea Tour Billet: LPO/Operator Duty: Submarine/Submarine Tender Qualification: DOOW/Pilot/COW/DCPO/Sonar Sup/ QASO |
| 4-8 | STS1 STS2 STS3 | 8.3 Yrs 4.2 1.7 | STA-21, OCS, MECP | 36 | 1 st Shore Tour Billet: IMF/TUSC/Instructor/ RDC Duty: RTC/School House/IMA/CUS/IUSS/SSEP Qualification: MTS/SO/TR/ |
| 1-4 | STS2 STS3 | 4.3 Yrs 1.7 | Naval Academy, NROTC | 48 | 1 st Sea Tour Billet: Operator/Technician. Duty: Submarine Qualification: Submarine Warfare/BDW/POOD/PBB/CLASS/PNB/AUX/ Team Leader |
| 1+/- | STSN STSA Accession Training | 9 Months | | | Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command |



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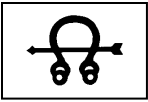


Notes:

1. "A" school is required.
2. Personnel in a Designator-8 status are disqualified from Submarine service, are not eligible for advancement, and are not reassigned to Submarine Duty without prior approval of NAVPERSCOM.
3. Acronyms:

| | |
|--------|--|
| ACINT: | Acoustic Intelligence |
| COB: | Chief of the Boat |
| COW: | Chief of the Watch |
| CRE: | Combat Readiness Evaluation |
| CSEL: | Command Senior Enlisted Leader |
| DCPO: | Duty Chief Petty Officer |
| DOOW: | Diving Officer of the Watch |
| ECM: | Enlisted Community Manager |
| IUSS: | Integrated Undersea Surveillance System |
| CUS: | Commander Undersea Surveillance |
| TUSC: | Theater Undersea Surveillance Command |
| NDC: | Navy Data Command |
| AUX: | Auxiliary Operator |
| CLASS: | Classification Operator |
| PEP: | Personal Exchange Program |
| PNB: | Passive Narrowband Operator |
| PBB: | Passive Broadband Operator |
| BDW: | Below Decks Watch |
| POOD: | Petty Officer of the Deck |
| SP: | IUSS Site Performance |
| SO: | IUSS Sensor Operator |
| SSEP: | Submarine Surveillance Equipment Program |
| TR: | IUSS Track Recorder |
| WS: | IUSS Watch Supervisor |
| TC: | IUSS Tactical Coordinator |
| FAWO: | FUSION Acoustic Watch Officer |
| TRE: | TYCOM Readiness Evaluation |
4. Rating NECs:

| | |
|-------|---|
| T42A: | Master Sonar Technician (Submarines) |
| T45A: | Sonar, Combat Control, and Architecture (S/CC/A) Equipment Technician |
| T46A: | AN/BQQ-10(V) TI-10/12/14/16 Operator/Maintainer |
| T46B: | AN/BQQ-10(V) TI-20 Operator/Maintainer |
| T52A: | Large Vertical Array (LVA) Operator/Technician |
| 708B: | Acoustic Intelligence Specialist |
| 709B: | Journeyman Level Acoustic Analyst |
| 711B: | IUSS Maintenance Technician |
| 712B: | IUSS Master |
| 714B: | IUSS Apprentice |
| 715B: | IUSS Journeyman |
5. Advancement in the STS rating is enhanced by superior performance documented in the candidate's evaluations for the following:
 - a. Command Impact
 - b. TRE/Inspection performance/results
 - c. Squadron rankings
 - d. Command rankings
 - e. Critical Billets (TYCOM/GRP/ISIC/Forward Deployed Naval Forces/Oversea)



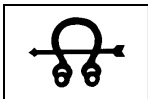
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- f. Squadron recognized unit awards
 - g. Significant Contributions to rating (AERR, TRR, Instructor, Inspection Team)
 - h. Having served successfully as the Department LCPO at sea (Minimum 12 months)
 - i. TYCOM, GROUP, ISIC, Shore Command Leading/Department LCPO
- 6. Integrated Under Sea Surveillance System (IUSS), Theater Undersea Surveillance Command (TUSC), Commander, Under Sea Surveillance (CUS), and Detachment ORION/FUSION and Navy Data Command (NDC) are considered career-enhancing duties.
 - a. Assignment within the IUSS community involves a 24/7 365-day multi-national acoustic watch in support of the Information Warfare/Intelligence and ASW community.
 - b. Watch teams are composed of up to 25 individuals (based on location) where all source/acoustic information is analyzed and provides battle commanders vital ASW information.
 - c. IUSS assigned individuals are experts in submarine acoustics, and require above average knowledge of acoustic sources and order of battle.
 - d. Assignment within the IUSS community is viewed as highly positive when applying for the Acoustic Chief Warrant Officer (CWO) Program (728X).
 - e. IUSS Site Performance (SP) requires a superior understanding of acoustic sources, acoustic signatures, and IUSS operations. SP operators often work in small cells to provide quality assurance data to the ISIC.
 - f. IUSS Breast insignia shall be earned within 12 months of assignment to any IUSS command.
 - g. IUSS TC/FAWO are senior level qualifications that requires a complex level of knowledge and understanding of watch team and command operations. Assignment as TC/FAWO as a primary duty for 12 months or greater meets the standard for having served as a LPO or LCPO
- 7. Acoustic Intelligence (ACINT) Specialist Program Selection Board Information Sheet (E6-E9).

The ACINT Specialist program is a CNO priority program which is closed loop and voluntary, members are meticulously evaluated and hand-selected to undergo a rigorous 18-32-month qualification process that has a historic attrition rate of 50%. Upon successful completion of qualification, members are designated qualified for independent duty as an ACINT Specialist and awarded NEC 708B.

 - a. ACINT Specialists serve as the primary ASW advisor to Commanding Officers of Submarines, Squadron Commodores, COMSUBPAC, COMSUBLANT and CTF Flag staff and are responsible for providing operational tactical ACINT support. Through extensive training, experience, and knowledge of worldwide naval platform acoustics, tactics, and operational capabilities; ACINT Specialists are required to make sound tactical recommendations to Commanding Officers and supported Commanders during operations vital to National Security in every AOR the Navy operates.
 - b. The nature by which the ACINT Specialist Program recruits candidates at the E-6 or junior E-7 level often precludes them from serving as a LPO/LCPO at sea.
 - c. Evaluations for ACINT Specialists will likely focus on tactical leadership and mentorship from real-world operations. Due to the unique nature of this closed loop program, an ACINT Specialist may not be afforded the opportunity to follow a traditional Sailorization model expected of a CPO/SCPO/MCPO.
 - d. ACINT Specialists comprise a very small specialized community (less than 1% of the rating). Consequently, members may be detailed involuntarily because of the needs of the ACINT Specialist program. The result: Career paths may not fit standard Sea/Shore rotations.
 - e. The ACINT Specialist Community delineates top performing candidates by assigning worldwide rankings to the top qualified ACINT Specialists in the STS1, STSC, and STSCS paygrades. These rankings will be communicated in a designation letter signed by the Commanding Officer of Farragut Technical Analysis Center (FTAC) and can also be noted in periodic evaluations. This designation letter can be included in a Letter to the Board.
 - f. In addition to the worldwide ranking and being assigned in a ACINT Program leadership role; consideration should be given to “one of” billet positions as the sole ACINT Specialist, these locations are



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as follows: UIC 51008 COMSUBGRU 7, UIC 54081 FTAC ACINT NAPLES, 65368 COMSUBLANT and 55522 COMSUBDEVRON FIVE.

Non-ACINT Candidates for advancement from E6 to E7

- **FULLY QUALIFIED:**
 - If they have served as an LPO for greater than 12 months, AND
 - Have the following qualifications:
 - 1) Sonar Supervisor, AND
 - 2) Team Leader.
- **BEST QUALIFIED:**
 - If they meet the FULLY QUALIFIED standard, AND
 - Are qualified QA/SO, AND
 - COW (688/SSBN/SSGN) or Duty Chief Petty Officer (VACL), AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

For candidates who have only served on one submarine, i.e. follow on sea tours were at Special Projects or at a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for fully and best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:

Detachment UR&D:

Fully QUALIFIED if they have served as an LPO AND are qualified either STBD Tethered Management System (TMS), OR ROV Pilot, OR Port Payload (PPHL), or Mission Navigation Watch, OR EES1 Technician.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either Mission Duty Chief (MMP DCPO) or COW/DCPO as stated above.

Detachment TRITON:

FULLY QUALIFIED if they have served as an LPO AND are qualified Mission Watch Supervisor (MWS).

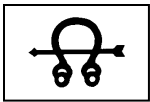
BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are qualified Mission Control Officer (MCO) or COW/DCPO as stated above.

Detachment POSEIDON:

FULLY QUALIFIED if they have served as an LPO AND are qualified Mission Watch Supervisor (formerly Projects Watch Supervisor (PWS)).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either MCO or COW/DCPO as stated above.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.



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Candidates who are serving, or who have served as a 3MC for greater than 12 months, have met the standard for having served as an LPO or LCPO.

Individuals qualified as IUSS TC/FAWO at an IUSS command for 12 months or greater meets the standard for having served as a LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

UIC 45242, 60162, and 60163:

FULLY QUALIFIED if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Specialist and Command Duty Officer (CDO) (Ship's DCPO equivalent). **BEST QUALIFIED** status should be given to those Sailors qualified Mission Control Officer (MCO) (COW equivalent).

UIC 4000Y:

FULLY QUALIFIED if they have served as an LPO at UUVRON-1 and have qualified their UUV senior in-rate watch of UUV Pilot and Command Duty Officer (CDO) (Ship's DCPO equivalent). **BEST QUALIFIED** status should be given to those Sailors qualified Command and Control Watch Officer (C2WO).

Non-ACINT Candidates for advancement from E7 to E8

- **FULLY QUALIFIED:**
 - If they have served as an LCPO for 12 months, AND
 - Are qualified QA/SO, AND
 - Are qualified Sonar Supervisor, AND
 - Are qualified COW (688\SSBN\SSGN), or Duty Chief Petty Officer (VACL).
- **BEST QUALIFIED:**
 - If they meet the FULLY QUALIFIED standard, AND
 - Are qualified DOOW (688/SSBN/SSGN) or PILOT (VACL), AND
 - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or at a Submarine Tender, the board **MUST** carefully weigh their achievements and demonstrated leadership when determining if they are **BEST QUALIFIED** since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for fully and best qualified.

Due to the repetitive nature of the Submarine rating billet profiles, repeat tours of similar assignments should not be viewed negatively towards performance and career progression.

The following qualification equivalents are to be used for Sailors serving at the identified Special Project:

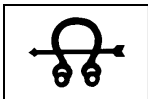
Detachment UR&D:

Fully QUALIFIED if they have served as an LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Mission Duty Chief (MMP DCPO), Mission Watch Supervisor, and Research Duty Officer or DOOW/PILOT as stated above.

Detachment TRITON:

FULLY QUALIFIED if they have served as a Cadre LCPO.



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BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are qualified Mission Control Officer (MCO) or DOOW/PILOT as stated above.

Detachment POSEIDON:

FULLY QUALIFIED if they have served as Cadre LCPO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified either MCO or DOOW/PILOT as stated above.

For candidates who have converted into the submarine force, the board MUST consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates who are serving, or who have served as a 3MC for greater than 12 months, have met the standard for having served as an LPO or LCPO.

Individuals qualified as IUSS TC/FAWO at an IUSS command for 12 months or greater meets the standard for having served as a LPO or LCPO.

Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high-priority assignment.

UIC 45242, 60162, and 60163:

FULLY QUALIFIED if they have served as an LCPO.

BEST QUALIFIED status should be given if they are qualified the following: Mission Control Officer (MCO) (COW equivalent) and Command Duty Officer (Ship's DCPO equivalent).

UIC 4000Y:

FULLY QUALIFIED if they have served as an LCPO. BEST QUALIFIED status should be given if they are qualified the following: Command and Control Watch Officer (C2WO), (COW equivalent), and Command Duty Officer (Ship's DCPO equivalent).

Non-ACINT Candidates for advancement from E8 to E9

FULLY QUALIFIED:

- If they have served as LCPO for 12 months, AND
- Are qualified DOOW (688\SSBN\SSGN) or PILOT (VACL).

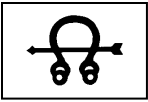
BEST QUALIFIED:

- If they meet the FULLY QUALIFIED standard, AND
- Are qualified Chief of the Boat, AND
- Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

For candidates who have only served on one submarine, i.e., follow on sea tours were at Special Projects or at a Submarine Tender, the board MUST carefully weigh their achievements and demonstrated leadership when determining if they are BEST QUALIFIED since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates must qualify or re-qualify At Sea watches within the required timeframe per the community Continuing Training and Qualifications Manual (CTQM) COMSUBLANT/COMSUBPACINST 3500.3 (Series) to receive credit for fully and best qualified.

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For candidates who have converted into the submarine force, the board **MUST** consider the Sailor's achievements and demonstrated leadership in their previous community when determining if they are **BEST QUALIFIED** since it is understood they might not have had the opportunity to meet the qualification standard.

Candidates who are serving, or who have served as a 3MC for greater than 12 months, have met the standard for having served as an LPO or LCPO.

UIC 4000Y, 45242, 60162, and 60163:

FULLY QUALIFIED and **BEST QUALIFIED** status should be given if they are qualified Chief of the Boat.

ACINT Candidates for advancement from E6 to E7

FULLY QUALIFIED:

- If they are qualified as an ACINT Specialist and carry the 708B NEC.

BEST QUALIFIED:

- If they meet the **FULLY QUALIFIED** standard, AND
- Have a history of sustained superior performance, AND
- Have received concurrent evaluations signifying deployed fleet support.

ACINT Candidates for advancement from E7 to E8

FULLY QUALIFIED:

- If they have served as an ACINT specialist (NEC 708B) and still hold NEC 708B, AND
- Have received concurrent evaluations indicating continued fleet support.

BEST QUALIFIED:

- If they meet the **FULLY QUALIFIED** standard, AND
- Have a history of sustained superior performance.

ACINT Candidates for advancement from E8 to E9

FULLY QUALIFIED:

- If they have served as an ACINT specialist (NEC 708B) and still hold NEC 708B, AND
- Have received concurrent evaluations indicating continued fleet support.

BEST QUALIFIED:

- If they meet the **FULLY QUALIFIED** standard, AND
- Have a history of sustained superior performance, AND
- Have received an ACINT Specialist worldwide ranking in their regular periodic evaluation.