



## STS CAREER PATH (SS)



STS, 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 <sup>th</sup> 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 <sup>th</sup> 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 <sup>rd</sup> 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 <sup>rd</sup> 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 <sup>nd</sup> 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 <sup>nd</sup> 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 <sup>st</sup> 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 <sup>st</sup> Sea Tour Billet: Operator/Technician. Duty: Submarine Qualification: Submarine Warfare/BDW/POOD/PBB/CLASS/PNB/AUX/ Team Leader
1+/-	STSSN STSSA 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:

3MC:	Maintenance Material Management Coordinator
ACINT:	Acoustic Intelligence
AERR:	Advancement Exam Readiness Review
AUX:	Auxiliary Operator
BDW:	Belowdecks Watch
CDO:	Command Duty Officer
CLASS:	Classification Operator
COB:	Chief of the Boat
COG:	Chief of the Guard
COW:	Chief of the Watch
CSEL:	Command Senior Enlisted Leader
CUS:	Commander Undersea Surveillance
CWO:	Chief Warrant Officer
DCPO:	Duty Chief Petty Officer
DOOW:	Diving Officer of the Watch
ECM:	Enlisted Community Manager
FAWO:	FUSION Acoustic Watch Officer
IUSS:	Integrated Undersea Surveillance System
MTS:	Master Training Specialist
NDC:	Navy Data Command
PEP:	Personal Exchange Program
PNB:	Passive Narrowband Operator
PBB:	Passive Broadband Operator
SL:	Section Leader
SO:	IUSS Sensor Operator
SP:	IUSS Site Performance
SSEP:	Submarine Surveillance Equipment Program
TC:	IUSS Tactical Coordinator
TR:	IUSS Track Recorder
TUSC:	Theater Undersea Surveillance Command
TRE:	Tactical Readiness Evaluation (Formally CRE)
TRR:	Training Readiness Review
WBC:	Watchbill Coordinator
WDEA:	Weapons Department Enlisted Advisor (Department Chief)
WDO:	Weapons Duty Officer
WS:	IUSS Watch Supervisor

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



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5. Advancement in the STS rating is enhanced by superior performance documented in the candidate's evaluations for the following:
  - Command Impact
  - TRE/Inspection performance/results
  - Squadron rankings
  - Command rankings
  - Critical Billets (TYCOM/GRP/ISIC/Forward Deployed Naval Forces/Oversea)
  - Squadron recognized unit awards
  - Significant Contributions to rating (AERR, TRR, Instructor, Inspection Team)
  - Having served successfully as the Department LCPO at sea (Minimum 12 months)
  - 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 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 require 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 an 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



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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 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 LPO for greater than 12 months, AND
  - Served as mission/patrol Sonar Supervisor, AND
  - Have ALL the following qualifications:
    - Team Leader
    - COW (21/688/SSBN/SSGN) or DCPO(VACL)
- **BEST QUALIFIED:**
  - If they meet the FULLY QUALIFIED standard, AND
  - Qualified QA/SO, AND
  - Qualified DCPO (21/688/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 onboard one submarine, i.e. follow on sea tours 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 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 onboard Submarine Tenders:

#### **AS-39/40**

FULLY QUALIFIED if they have served as an LPO AND are qualified Weapons Duty Officer (WDO) AND TL.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Watchbill Coordinator and qualified QA/SO.

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

#### **Detachment Underwater Research and Development (UR&D):**

Fully QUALIFIED if they have served as an LPO AND are qualified either STBD Tethered Management System (TMS), OR Remote Operated Vehicle (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.



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### **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.

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 an 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 4000Y:**

FULLY QUALIFIED status should be given if they have served as a Department Leading Petty Officer (LPO).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND if they are qualified Command Duty Officer (CDO) (Ship's DCPO equivalent).

### **UICs 45242, 60162, 60163, and 0998L:**

FULLY QUALIFIED if they have served as an LPO for greater than 12 months and have qualified their UUV senior in-rate watch of UUV Specialist and CDO (Ship's DCPO equivalent).

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Mission Control Officer (MCO) (Chief of the Watch (COW) equivalent), (Combat Systems Officer of the Watch (CSOOW) equivalent) AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

### **UIC 3992J:**

FULLY QUALIFIED if they have served as an LPO for greater than 12 months and have qualified their UUV senior in-rate watch of UUV Pilot.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Command and Control Watch Officer (C2WO), (COW) equivalent) (Battle Watch Captain (BWC) AG rating equivalent) (Fleet Intelligence Officer IS rating equivalent) (CSOOW) IT rating equivalent) AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

### **Non-ACINT Candidates for advancement from E7 to E8**

- FULLY QUALIFIED:
  - If they have served as LCPO at sea for 12 months, AND
  - Qualified DOOW (21/688/SSBN/SSGN) or Pilot (VACL)



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- BEST QUALIFIED:
  - If they meet the FULLY QUALIFIED standard, 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 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.

**AS-39/40**

FULLY QUALIFIED if they have served as an LCPO for 12 months AND are qualified Weapons Duty Officer (WDO) and QA/SO.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified Section Leader.

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

**Detachment Underwater Research and Development (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.

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 an 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.



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### **UIC 4000Y**

FULLY QUALIFIED status should be given if they are qualified as the following: Command Duty Officer (Ship's DCPO equivalent).

BEST QUALIFIED if they have served as Department LCPO / Department Head.

### **UICs 45242, 60162, 60163, and 0998L:**

FULLY QUALIFIED if they have served as an LCPO for 12 months and meet the FULLY QUALIFIED and BEST QUALIFIED standards for advancement from E6 to E7.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified MCO (COW equivalent) (Combat Systems Officer of the Watch (CSOOW) equivalent), Command Duty Officer (Ship's DCPO equivalent) AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

### **UIC 3992J:**

FULLY QUALIFIED if they have served as an LCPO for 12 months and meet the FULLY QUALIFIED and BEST QUALIFIED standards for advancement from E6 to E7.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard AND are qualified C2WO, (COW equivalent) (BWC AG rating equivalent) (Fleet Intelligence Officer IS rating equivalent) (CSOOW IT rating equivalent) AND have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

### **Non-ACINT Candidates for advancement from E8 to E9**

- FULLY QUALIFIED:
  - If they have served as LCPO at sea for 12 months, AND
  - Qualified DOOW (21/688/SSBN/SSGN) or Pilot (VACL)
  
- BEST QUALIFIED:
  - If they meet the FULLY QUALIFIED standard, AND
  - Are qualified COB or serving as COB, AND
  - Have a history of sustained superior performance defined as a majority of their Individual Trait Averages ABOVE RSCA.

Special consideration should be given for serving as COB over qualified COB

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 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.

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.

The following qualification equivalents are to be used for Sailors serving onboard Submarine Tenders:

### **AS-39/40**

FULLY QUALIFIED if they have served as Department LCPO for 12 months and qualified Section Leader.

BEST QUALIFIED if they meet the FULLY QUALIFIED standard and are Qualified COB.

### **UICs 4000Y, 45242, 60162, 60163, 0998L, and 3992J:**

FULLY QUALIFIED if they meet they meet the FULLY QUALIFIED and BEST QUALIFIED standards for advancement from E7 to E8.

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.

### **ACINT Candidates for advancement from E6 to E7**

- FULLY QUALIFIED:
  - If they are qualified as an ACINT Specialist and hold NEC 708B.
- 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:
  - Served ACINT specialist and retain 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:
  - Served ACINT specialist and retain 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.