

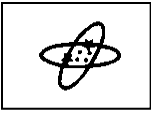
ET CAREER PATH (SW)



Electronic Technicians (ET). ETs are specialized technicians that are responsible for a wide array of computers, communications, navigation, and RADAR equipment. ETs are stationed on all types of surface combatants, Naval Stations, Naval Air Stations and Special Warfare Commands.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
25-30	ETCM	22 Yrs	BUPERS	36	4 th Shore Tour Billet: ET Lead Detailer, ECM, NAVMAC, TYCOM, SEL Duty: BUPERS, TYCOMS, Schoolhouse, Repair Facility
21-25	ETCM ETCS	22 Yrs 18.8	PRECOM, 3MC, DEVGRU, JCU, SRT	36	4 th Sea Tour Billet: Dept. LCPO, Branch LCPO, CSSE, 3MC Duty: CVN, LHA, LHD, LPD, CG
18-21	ETCM ETCS ETC	22 Yrs 18.8 13.9	NETC Detailer, Naval Academy, WHCA, RDC, Recruiter, 3MC	36	3 rd Shore Tour Billet: SEL, Dept. LCPO, Training Manager, Program Manager, Afloat Inspector/Instructor Duty: BUPERS, ATG, Fleet Tech Assist, TYCOM
15-18	ETCS ETC ET1	18.8 Yrs 13.9 8.9	PRECOM, 3MC, DEVGRU, JCU, SRT	36	3 rd Sea Tour Billet: LCPO at Sea, CSSE, 3MC Duty: Ships, NSW, NECC
12-15	ETC ET1	13.9 Yrs 8.9	Naval Academy, Detailer, WHCA, RDC, Recruiter, 3MC	36	2 nd Shore Tour Billet: Instructor, Inspector, Technician, Trainer. Duty: Schoolhouse, ATG, Repair Facilities
8-12	ETC ET1 ET2	13.9 Yrs 8.9 3.8	PRECOM, 3MC, DEVGRU, JCU, SRT	48	2 nd Sea Tour Billet: LPO, WCS, 3MC Duty: Ships, Afloat Staff, NSW, NECC, MTOC
5-8	ET2 ET3	3.8 Yrs 1.4	WHCA, Instructor, RDC, Recruiter	36	1 st Shore Tour Billet: Instructor, Technician. Duty: NCTAMS/NCTS, Schoolhouse, NECC
2-5	ET2 ET3	3.8 Yrs 1.4		54	1 st Sea Tour Billet: Technician, WCS. Duty: Ships, NSW, NECC, MTOC
1+/-	ETSN/ETSA	9 Months			Recruit Training, "A" and "C" School

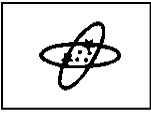
Notes:



ET CAREER PATH (SW)



1. “A” School and Security Clearance is required.
2. Forward Deployed Naval Forces (FDNF) Shore/Sea billets are extremely arduous in nature, have a higher operational commitment, and deploy at a much higher rate than CONUS Shore/Sea billets. ETs assigned to these hard to fill billets should be given special consideration by the selection board.
3. Deployable commands and small units of action (NSW/NECC) located in the 5th, 6th, and 7th Fleet AORs are extremely arduous. These platforms deploy at a higher rate than CONUS platforms.
4. Instructor Duty, Fleet Tech Assist, and Recruiting billets can prevent a member from being in a leadership position. This fact is due to the sheer number of Chief Petty Officer and First Class billets at schoolhouses/Navy Talent Acquisition Groups/Regional Maintenance Centers.
5. ETs assigned to billets that offer an Enlisted Warfare designation must attain the respective qualification and be qualified to their appropriate paygrade to be considered “**FULLY/BEST QUALIFIED**” at their current command.
6. ETs assigned to Instructor Duty billets where ATS and MTS are offered should strive to attain the respective qualification and be qualified to their appropriate paygrade to be considered “**FULLY/BEST QUALIFIED**” at their current command.
7. ETs assigned to NAVPERSCOM, BUPERS, OTC, USNA, RTC, NAVSAFECOM and NRD require special shore screenings and are CNO Priority Billets. These should be viewed by the selection board as competitive in nature.
8. High performing ET’s are sought out for special assignments that require extensive screenings. These include but are not limited to: DEVGRU, SRT, WHCA, and JCU. As with any other operational tour, these demanding assignments require Sailors with talent and experience. Multiple tours in these communities should NOT be looked at adversely.
9. Sailors assigned to Littoral Combat Ships are exempt from the Senior Enlisted Optimization and any tour of duty outside of their respective rank should not be viewed negatively.
10. Sailors serving as a Fleet Tech Assist / Trainer at repair facilities require special screening and having a direct influence on Fleet readiness and should be weighted fairly. Shore Duty billets that require Sailors to go underway with ships (TYCOM/ ATG/ NAVSAFECOM / Fleet Tech Assist) should be viewed favorably because of their contribution to fleet readiness.
11. Senior ETs assigned to ships are expected to be leaders in Combat Systems. Whether assigned as Divisional/Departmental LCPO, Combat Systems Enlisted Leader, or Combat Systems Maintenance Manager, documented impact to Combat Systems departmental readiness should be viewed favorably.
12. Senior enlisted ETs selected as either a board recorder or member for the Enlisted Selection Board, or participated in the Advancement Exam Readiness Review (AERR) should be given special consideration by the selection board. This shows a level of ownership and devotion to the ET rating.
13. Successful performance as Command or Assistant Command coordinator during one of the following: INSURV, TYCOM Material Inspection, READ events, SAFETY, 3M and other command-level inspections should be given special consideration by the selection board.
14. Assignment as the WAF coordinator during a yard period displays a high level of command trust and technical knowledge and should be given consideration by the selection board.
15. The Littoral Combat Ship (LCS) uses a Train to Qualify (T2Q) concept and their hybrid billets require significant training time of up to 18 months. Periodic and transfer evaluations while in T2Q will normally be “Not Observed” or will lack competitive rankings. T2Q time does not count against sea tour requirement and sea shore flow may appear abnormal due to significant training time required. “Off-hull” time is used for unit level training,



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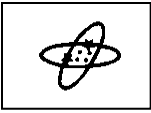
qualification, technical schools, and leave. Unplanned losses may cause a Sailor to transfer from one crew to another crew and should not be seen as negative.

- a. Shore duty
 - COMLCSTRONONE and COMLCSTRONTWO are the LCS ISIC's and are responsible to train and certify crews in most mission areas. ISIC training teams are similar to Afloat Training Group (ATG) in their scope of responsibility to train and certify.
 - LCS is not a closed-loop community. Transferring from sea to shore, or shore to sea is highly desirable because it recycles experience within the program.
 - The Littoral Training Facility (LTF) provides the unit level training that is traditionally conducted during basic and intermediate phase. LTF scores are equivalent to ATG level warfare area drills and inspections.
- b. Mission Packages
 - Per CNO direction, Surface Warfare (SUW), Antisubmarine Warfare (ASW), and Mine Warfare (MIW) Mission Packages permanently merged with "core" crews. This will reflect as a mid-tour UIC shift and is not derogatory.
 - Before the merger, Mission Packages were independent from the crew with their own OIC and SEL, similar to deployed helicopter detachments. Any qualification of crew watch stations (DSO, CSM, TSCE) was outside of their normal scope of duty.
 - VBSS is a primary warfare area for Surface Division ships.
- c. Watch equivalents and acronyms
 - CSM – Combat Systems Manager (only on the Independence variant. LCS-2, LCS-4, LCS-6, LCS-8 etc.). CSM combines the duties of SUWC, EW Sup, RSC, and CSRO.
 - DSO – Defensive Systems Operator (only on the Freedom variant, LCS-1, LCS-3, LCS-5, LCS-7 etc.). DSO combines the duties of SUWC, EW Sup, RSC, and CSRO.
 - GCO – Gun Console Operator
 - JOOD – Significant responsibility in LCS due to limited number of underway bridge watchstanders.
 - TSCE – Total Shipboard Computing Environment. Interchangeable in the LCS community with CSOOW.

In addition to the above career path, an ET is advanced due to their proven leadership, qualifications and performance against competition, regardless of billet assigned.

Considerations for promotion from E6 to E7

1. Sea Assignments (all)
 - Successful Divisional LPO/ WCS tour at operational command.
NOTE: manning structure might limit opportunity to serve in LPO position
 - Command Training Team member (For example: CSTT Technical, ATTT, DCTT, and ITT).
Note: Drilling watch stander during certification events denotes high level of command trust and proficiency.
 - Achieve all available warfare qualifications
 - Asst. Command Collateral for major program with documented impact
 - Active First Class Mess involvement with documented impact
 - Sailor 360/ Warrior Toughness involvement, preferably leading a committee
 - SHIPS
 - Qualified (I/P) OOD (CRUDES/LPD/LHA, LSD), JOOD (CVN), CSOOW, Duty Dept. Head (U/W) CSOOW, TSCE (LCS).



ET CAREER PATH (SW)



-Advanced Qualifications (I/P) ATTWO, Enlisted Duty Section Watchbill Coordinator, Enlisted Section Leader (CVN).
(U/W) CSC/AAWCCRUEDES), ADWC/SUWC (LPD/LHA/LSD),
JOOD (LCS), CSRO, CICWO (CRUEDES/LPD, LHA,LSD),
CDCWO (CVN).

- MSRON
-Advanced Qualification: MOCWO/ TOCWO, Tactical Craft Patrol Leader, Tactical Craft Coxswain
- MTOC
-Advanced Qualification: TACMOBILE Maintenance Technician Level 400
- DEVGRU/JCU/TCC/SRT/NSW –
-Qualified: Earn at least one of the following NECs: NSW Comms (794A), NSW-CSS (854A); NSW TSO (704C).
-Advanced Qualifications: NSW CS (837A) and advanced civilian IP certification (CASP, CCNA, CISSP) should be looked at favorably, however, may not be available for all members.

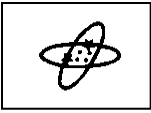
2. Shore Assignments (all)

- Successful leadership tour (if available)
- Asst. Command Collateral for major program with documented impact
- Active FCPOA involvement with documented impact
- Sailor 360, Warrior Toughness involvement, preferably leading a committee
- ET “A” or “C” School Instructor/Course Supervisor (MTS during tour).
Advanced Qualification: Training Manager
- ATG (ATS during tour). Advanced Qualification: MTS
- Repair facility serving as a Fleet Technical Assistant /Trainer with documented repairs
- NCTAMS/NCTS/NIOC (CRTT member)
- NPC (Detailer)
- RDC (MTS during tour). Advance: First (primary) RDC push, RDC “C”
- LCSRON / DIVRON (ATS during tour)/ Littoral Training Facility (MTS during tour)
- Enlisted Recruiter. Advanced Qualification: LPO.
- NAVSAFECOM (Assessor/Analyst)

Considerations for promotion from E7 to E8

1. Sea Assignments (all)

- Successful Divisional LCPO/ CSSE tour at an operational command
- Command Training Team member (For example: CSTT Technical, ATTT, DCTT, and ITT).
Note: Drilling watch stander during certification events denotes high level of command trust and proficiency.
- Achieve all available warfare qualifications
- Command Collateral with documented impact
- Active Chief’s Mess involvement with documented impact
- Sailor 360/ Warrior Toughness involvement, preferably leading a committee
- SHIPS
-Qualified (I/P) Section Leader
(U/W) CSC (CRUEDES) SUWC (CRUEDES/LPD/LHA/LSD/CVN), CSRO
Advanced Qualifications (I/P) ATTWO, Senior Enlisted Section Leader (LHA/LSD/CVN), CDO
(U/W) CICWO (CRUEDES), CDCWO (CVN), ADWC (LPD/LHA/LSD),
AAWC (CRUEDES/CVN), CDCO (CVN)
- NECC/MSRON
-Qualified: Tactical Craft Coxswain
-Advanced Qualification: Tactical Craft Patrol Leader, Mission Commander



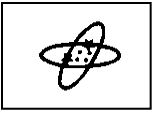
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- DEVGRU/JCU/TCC/SRT/NSW –
-Qualified: Earn at least one of the following NECs: NSW Comms (794A), NSW-CSS (854A); NSW TSO (704C).
-Advanced Qualifications: NSW CS (837A) and advanced civilian IP certification (CASP, CCNA, CISSP) should be looked at favorably, however, may not be available for all members.
2. Shore Assignments (all)
- Successful leadership tour (if available)
 - Command Collateral with documented impact
 - Active Mess/CPOA involvement with documented impact
 - Sailor 360 Warrior Toughness involvement and leading a committee.
 - Qualified Assessor, CDO/SDO/ACDO
 - ET “A” or “C” School Instructor/Course Supervisor/ Training Manager (MTS during tour).
 - Waterfront Trainer and Assessor ATG (ATS during tour)(Advanced Qualification: MTS)
 - RMC serving as a Fleet Technical Assistant / Trainer with documented repairs
 - NCTAMS/NCTS/ IWTG/ NIOC/TYCOM with documented Fleet impact (CRTT Leader/Coordinator)
 - NPC (Detailer)
 - RDC (MTS during tour)
 - NAVSAFECOM (Assessor/ Analyst)
 - LCSRON / DIVRON (ATS during tour)/ Littoral Training Facility (MTS during tour)

Consideration for promotion from E8 to E9

1. Sea Assignments (all)
- Successful BRANCH/ Dept./ Div. LCPO / CSSE tour at an operational command
 - Command Training Team Leader (For example: CSTT, ATTT)
 - Achieve all available warfare qualifications
 - Major command collateral with documented impact
 - Documented leadership in the Chief’s Mess
 - Documented leadership in Sailor 360/ Warrior Toughness
 - Completed SEA or service equivalent academy
 - SHIPS
-Qualified (I/P) Section Leader
(U/W) CSC (CRUDES) SUWC (CRUDES/LPD/LHA/LSD/CVN), CSRO
- Advanced Qualifications (I/P) ATTWO, Senior Enlisted Watchbill Coordinator, Senior Enlisted Section Leader (CVN/LHA/LHD),
(U/W) CICWO (CRUDES/LSD/LHA/LSD), AAWC/FAAWC, ADWC (LPC/LHD/LHA)
 - NECC/MSRON
-Advanced Qualification: Mission Commander
 - DEVGRU/JCU/TCC/SRT/NSW –
-Qualified: Earn at least one of the following NECs: NSW Comms (794A), NSW-CSS (854A); NSW TSO (704C).
2. Shore Assignments (all)
- Successful leadership tour (if available)
 - Major command collateral with documented impact
 - Documented leadership in the Chief’s Mess (Season Chairman/Co-chairman/Committee Lead)
 - Documented leadership in Sailor 360/ Warrior Toughness
 - Qualified Assessor, ACDO/CDO/SDO/AOIC, Senior Enlisted Watchbill Coordinator
 - Training Manager/ Lead Instructor/ Maintenance Lead at ET “A” or “C” School/SCSTC/CSCS Det. (MTS during tour)



ET CAREER PATH (SW)



- Waterfront Trainer and Assessor ATG (Team Lead, ATS/MTS Program Coordinator, ATS during tour)(Advanced Qualification: MTS)
- RMC serving as a Fleet Technical Assistant / Inspector / Trainer with documented repairs
- NCTAMS/NCTS/ IWTG/ NIOC with documented Fleet impact (CRTT Leader/Coordinator)
- BUPERS/ NPC (Detailer/ ECM/ Placement)
- RDC (MTS during tour)
- LCSRON / DIVRON (ATS during tour)/ Littoral Training Facility (MTS during tour)
- SURFOR/PAC/LANT and AIRLANT/PAC
- OPTEVFOR (System Development/Evaluation)
- NAVSAFECOM (Assessor/Data Analyst)