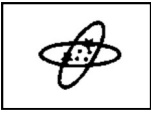


ET CAREER PATH (SW)



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	21.7 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	21.7 Yrs 18.6	PRECOM, 3MC, DEVGRU, JCU, SRT	36	4 th Sea Tour Billet: Dept. LCPO, Branch LCPO, CSSE, 3MC Duty: Ships, NSW, NECC
18-21	ETCM ETCS ETC	21.7 Yrs 18.6 14.4	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, NSW
15-18	ETCS ETC ET1	18.6 Yrs 14.4 9.3	PRECOM, 3MC, DEVGRU, JCU, SRT	36	3 rd Sea Tour Billet: LCPO at Sea, CSSE, 3MC Duty: Ships, NSW, NECC
12-15	ETC ET1	14.4 Yrs 9.3	Naval Academy, Detailer, WHCA, RDC, Recruiter, 3MC	36	2 nd Shore Tour Billet: Instructor, Inspector, Technician, Trainer Duty: Schoolhouse, ATG, Repair Facilities, NSW
8-12	ETC ET1 ET2	14.4 Yrs 9.3 4.2	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	4.2 Yrs 1.4	WHCA, Instructor, RDC, Recruiter	36	1 st Shore Tour Billet: Instructor, Technician Duty: NCTAMS/NCTS, Schoolhouse, NECC, NSW, RMC
2-5	ET2 ET3	4.2 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

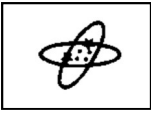


ET CAREER PATH (SW)



Notes:

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 ETs are sought out for special assignments that require extensive screenings. These include but are not limited to: DEVGRU, Special Reconnaissance Team (SRT), White House Communications Agency (WHCA), and Joint Communication Unit (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. NSW is not a closed loop community. Transferring from sea to shore, or shore to sea is highly desirable because it recycles experience and talent.
9. ETs assigned to NSW billets to include but not limited to: Tactical Communication Commands (TCC-1, TCC-2), Groups (GRP-1, GRP-2, GRP-4), and Special Boat Teams (SBT-12, SBT-22, SBT-20) require high performing Sailors. A single ET is typically responsible for planning, configuring, maintaining, and troubleshooting all C4I systems and services for operational requirements.
10. 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.
11. 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.
12. 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.
13. 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.
14. 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.



ET CAREER PATH (SW)



15. 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.

16. ETs assigned to a CVN in RCOH may not have the opportunity to hold divisional LCPO or LPO positions due to multiple production teams being stood up during this period. They may be sent to these teams and work outside CS department.

17. 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, 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

- COMLCSRON ONE and COMLCSRON TWO are the LCS ISICs. Their scope of responsibility is to train and certify, similar to IWTG / SURFGRU / PHIBRON. Sailors assigned require special screening and have a direct influence on Fleet readiness, which should be weighed fairly. Shore Duty LCS billets could potentially have a need for Sailors to go underway with ships (TYCOM / ATG / NAVSAFECOM / Fleet Tech Assist) and should be viewed favorably because of their contribution to fleet readiness. Note: LCS ISICs do not offer ATS / MTS
- 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, CSWO) was outside of their normal scope of duty.
- VBSS is a primary warfare area for Surface Division ships.

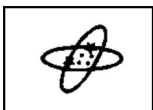
c. Watch equivalents and acronyms

- 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.
- CSWO – Combat Systems Watch Officer manages the Total Shipboard Computing Environment (TSCE), external communications, and all ancillary gear I.E. NAV / RADARS / LINKS / Sensory Devices. Interchangeable in the LCS community with CSOOW / CWO / 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.

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)



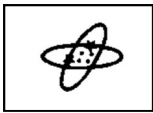
ET CAREER PATH (SW)



- 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, CSWO (LCS).
 - Advanced Qualifications:
 - (I/P) ATTWO, Enlisted Duty Section Watchbill Coordinator, Enlisted Section Leader (CVN).
 - (U/W) CSC/AAWC (CRUDES), ADWC/SUWC (LPD/LHA/LSD), JOOD (LCS), CSRO, CICWO (CRUDES/LPD, LHA, LSD), CDCWO (CVN).
- NECC
Commands:
EOD/NCHB/NMCB/UCT/NCR/MDSU/NCG/EXWDC/NAVELSG/NEIC/CTF/NCB/MESG
NELR/MSRON/TEU
 - Qualified: Maritime Operations Center Watch Officer (MOCWO)/ Tactical Operations Center Watch Officer (TOCWO)/ Expeditionary Communications Watch Officer (ECWO), Tactical Craft Coxswain, Assistant Battle Watch Captain (BWC).
 - Advanced Qualifications: Tactical Craft Patrol Leader, Mission Commander. Maritime Expeditionary Security Force (MESF) Coxswain(810G), MESF Operator (811G), UAS Electronics Maintenance Specialist (824G), MESF Tactical Operations Support (827G), JTAC (822A), EXW Maritime Security(775A), EXW Unmanned System Maintenance (US) (825G), EXW US Operator (826G), and EXW UUV Supervisor(757B), should be looked at favorably, however, may not be available for all members.
- 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 Technical Surveillance Operator (704C).
 - Advanced Qualifications: NSW CS (837A), SCAR-O (785E), SOF RTO (785G), AISO (785H), ATSO (785I), and advanced civilian IP certification (CASP, CCNA, CISSP, PMP) 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).
 - Advanced Qualification: First (primary) RDC push, RDC “C”.



ET CAREER PATH (SW)



- DIVRON (ATS during tour)/Littoral Training Facility (MTS during tour) Enlisted Recruiter.
 - Advanced Qualification: LPO.
- NAVSAFECOM (Assessor/Analyst).
- NSW Training

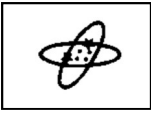
Considerations for promotion from E7 to E8

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. NSW does not have conventional command training teams so not having these qualifications should not be viewed negatively.
- 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) CSWO (LCS), CSC (CRUDES), SUWC (CRUDES/LPD/LHA/LSD/CVN), CSRO.
 - Advanced Qualifications:
 - (I/P) ATTWO, Senior Enlisted Section Leader (LHA/LSD/CVN), CDO.
 - (U/W) CICWO (CRUDES), CDCWO (CVN), ADWC (LPD/LHA/LSD), AAWC (CRUDES/CVN), CDCO (CVN).
- NECC
Commands:
EOD/NCHB/NMCB/UCT/NCR/MDSU/NCG/EXWDC/NAVELSG/NEIC/CTF/NCB/MESG
NELR/MSRON/TEU)
 - Qualified: Maritime Operations Center Watch Officer (MOCWO)/ Tactical Operations Center Watch Officer (TOCWO)/ Expeditionary Communications Watch Officer (ECWO), Tactical Craft Coxswain, Battle Watch Captain (BWC).
 - Advanced Qualifications: Tactical Craft Patrol Leader, Mission Commander. Maritime Expeditionary Security Force (MESF) Coxswain(810G), MESF Operator (811G), UAS Electronics Maintenance Specialist (824G), MESF Tactical Operations Support (827G), JTAC (822A), EXW Maritime Security(775A), EXW Unmanned System Maintenance (US) (825G), EXW US Operator (826G), and EXW UUV Supervisor(757B), should be looked at favorably, however, may not be available for all members.
- DEVGRU/JCU/TCC/SRT/NSW
 - Qualified: Earn at least one of the following NECs: NSW Comms (794A), NSW-CSS (854A); NSW Technical Surveillance Operator (704C).
 - Advanced Qualification: NSW CS (837A), SCAR-O (785E), SOF RTO (785G), AISO (785H), ATSO (785I), and advanced civilian IP certification (CASP, CCNA, CISSP, PMP) 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.



ET CAREER PATH (SW)



- 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).
- DIVRON (ATS during tour)/Littoral Training Facility (MTS during tour).
- NSW Training

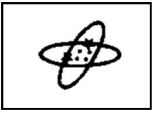
Consideration for promotion from E8 to E9

1. Sea Assignments (all)

- Successful BRANCH/Dept./Div. LCPO /CSSE tour at an operational command or Command Senior Enlisted Advisor (NSW)
- 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
Commands:
EOD/NCHB/NMCB/UCT/NCR/MDSU/NCG/EXWDC/NAVELSG/NEIC/CTF/NCB/MESG
NELR/MSRON/TEU)
 - Qualified: Maritime Operations Center Watch Officer (MOCWO)/ Tactical Operations Center Watch Officer (TOCWO)/ Expeditionary Communications Watch Officer (ECWO), Tactical Craft Coxswain, Battle Watch Captain (BWC).
 - Advanced Qualifications: Tactical Craft Patrol Leader, Mission Commander. Maritime Expeditionary Security Force (MESF) Coxswain(810G), MESF Operator (811G), UAS Electronics Maintenance Specialist (824G), MESF Tactical Operations Support (827G), JTAC (822A), EXW Maritime Security(775A), EXW Unmanned System Maintenance (US) (825G), EXW US Operator (826G), and EXW UUV Supervisor(757B), should be looked at favorably, however, may not be available for all members.
- DEVGRU/JCU/TCC/SRT/NSW
 - Qualified: Earn at least one of the following NECs: NSW Comms (794A), NSW-CSS (854A); NSW Technical Surveillance Operator (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).
- DIVRON (ATS during tour)/Littoral Training Facility (MTS during tour).
- SURFOR/PAC/LANT and AIRLANT/PAC.
- OPTEVFOR (System Development/Evaluation).
- NAVSAFECOM (Assessor/Data Analyst).