



## FC-Aegis CAREER PATH (SW)



Fire Controlmen (Aegis) (FCA). FCAs are technicians responsible for the operation, maintenance, testing, troubleshooting and repair of: RADAR, computers, networks, data display systems and integrated weapons system components. The Aegis Weapon System provides theater, air and sea missile defense. Aegis technicians are knowledgeable in basic electronics, digital fundamentals, synchros, servos, RADAR principles, the fire control problem and computer fundamentals. Aegis technicians serve on both Ticonderoga Class Cruisers and Arleigh Burke Class Destroyers. They include BMD/SPY RADAR, FCS/ORTS, Q21 Display, UYK-43 Computer and Aegis Network technicians.

| YEARS OF SERVICE | CAREER MILESTONES      | AVERAGE TIME TO PROMOTE  | COMMISSIONING OR OTHER SPECIAL PROGRAMS   | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT  |
|------------------|------------------------|--------------------------|---|----------------|--|
| 28-30            | FCACM                  | 21.1 Yrs                 | CSEL, Enlisted Comm. Mgr.   | 36             | 4 <sup>th</sup> Shore Tour<br>Billet: Detailer, ECM, CSMM Instructor, RMC Lead, Training Manager, Evaluator, Ship Sup.<br>Duty: BUPERS, ATRC/SCSTC, ATG, TYCOM.<br>Qualification: ATS, MTS   |
| 24-28            | FCACM<br>FCACS         | 21.1 Yrs<br>16.5         | CSEL  | 48             | 4 <sup>th</sup> Sea Tour<br>Billet: CSMM/Dept LCPO/CSSE.<br>Duty: CG/DDG<br>Qualification: FADWC, CSTT Leader, ATTT, DCTT, CDO, ATTWO  |
| 21-24            | FCACM<br>FCACS<br>FCAC | 21.1 Yrs<br>16.5<br>13.2 | CWO, CSEL, Instructor, RDC, Recruiter, Enlisted Comm. Mgr., Detailer, Senior Enlisted Academy | 36             | 3 <sup>rd</sup> Shore Tour<br>Billet: ECM, Rating Evaluator, Fire Control Administrator, Training Supervisor, Tech Rep, Lead Instructor, Lead RDC, System Development/Evaluation.<br>Duty: BUPERS, SCSTC, OPTEVIFOR, TYCOM, ATG, RTC.<br>Qualification: ATS, MTS   |
| 17-21            | FCACS<br>FCAC<br>FCA1  | 16.5 Yrs<br>13.2<br>7.4  | CWO, CSEL, Aegis Ashore, Senior Enlisted Academy  | 48             | 3 <sup>rd</sup> Sea Tour – At Sea<br>Billet: CSMM, DLCPO/CSSE, LCPO, AWS TECH.<br>Duty: CG/DDG<br>Qualification: CSC, CSOOW, AWS, BMDO, AAWC, ITT, CSTT<br>Tech/Tactical Leader, DCTT, ATTT, CDO, ATTWO<br><br>3 <sup>rd</sup> Sea Tour – Aegis Ashore (BMD)<br>Billet: CSMM, DLCPO, LCPO, AWS Tech, CSC.<br>Duty: Aegis Ashore<br>Qualification: TAO, BMDWO, CSC, CSOOW, RSC, MSS |



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| <b>YEARS OF SERVICE</b> | <b>CAREER MILESTONES</b> | <b>AVERAGE TIME TO PROMOTE</b> | <b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b> | <b>SEA/SHORE FLOW</b> | <b>TYPICAL CAREER PATH DEVELOPMENT</b>   |
|-------------------------|--------------------------|--------------------------------|--|-----------------------|--|
| 14-17                   | FCACS<br>FCAC<br>FCA1    | 16.5 Yrs<br>13.2<br>7.4        | CWO, Instructor, RDC, Recruiter, Detailer      | 36                    | 2 <sup>nd</sup> Shore Tour<br>Billet: Course Supervisor, Instructor, RDC, Recruiter, Tech Rep, Trainer, C-UAS LCPO, C-UAS.<br>Duty: SCSTC, RMC, ATG, NTAG, NSWC, NSF.<br>Qualification: MTS, ATS, RINC   |
| 9-14                    | FCAC<br>FCA1<br>FCA2     | 13.2 Yrs<br>7.4<br>3.2         | LDO, OCS, MECP, Aegis Ashore                   | 60                    | 2 <sup>nd</sup> Sea Tour – At Sea<br>Billet: LPO, LCPO, AWS Tech., Maintenance Tech.<br>Duty: CG, DDG.<br>Qualification: CSC, CSOOW, AWS, AAWC, BMDWO, OOD I/P, CSTT, ATTT, DCTT, ATTWO<br><br>2 <sup>nd</sup> Sea Tour – Aegis Ashore (BMD)<br>Billet: CSMM, DLCPO, LCPO, AWS Tech, CSC.<br>Duty: Aegis Ashore<br>Qualification: TAO, BMDWO, CSC, CSOOW, RSC, MSS |
| 6-9                     | FCA1<br>FCA2             | 7.4 Yrs<br>3.2                 | STA-21, OCS, MECP, Instructor, RDC, Recruiter  | 36                    | 1 <sup>st</sup> Shore Tour<br>Billet: Detailer, Instructor, RDC, Recruiter, Maintenance Tech, C-UAS.<br>Duty: BUPERS, SCSTC, RTC, NTAG, NSF.<br>Qualification: MTS, ATS, RINC.   |
| 2-6                     | FCA2<br>FCA3             | 3.2 Yrs<br>1.2                 | Naval Academy, STA-21, OCS                     | 60                    | 1 <sup>st</sup> Sea Tour<br>Billet: Maintenance Tech.<br>Duty: CG/DDG.<br>Qualification: WCS, Area Supervisor, CSMC Watch, MSS, RSC, CSTT, ATTT, POOW, ESWS, CSOOW   |
| 1+/-                    | FCASN<br>FCASA           | 9 Months                       |  |                       | Recruit Training, “A” and “C” Schools  |

Notes:

1. “A” School and Security Clearance is required.
2. Must attend an Aegis “C” school and possess an Aegis Navy Enlisted Classification.
3. Deployable Sea and Land components located in the 7<sup>th</sup> Fleet AOR, 6<sup>th</sup> Fleet AOR and 5<sup>th</sup> Fleet AOR are extremely arduous, with deployable units being out of homeport well above CONUS average.



## FC-Aegis CAREER PATH (SW)



4. Aegis manning structure aboard a ship limits opportunity to serve in Leading Petty Officer positions.
5. Instructor Duty and Training Support Center 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.
6. Billet base for AEGF E5 imbalanced for shore duty, which may preclude a Sailor's opportunity for an in-rate shore tour. Incentives are in place to increase E5 to E9 manning at sea. Sailors electing to stay at sea might not follow normal sea-shore flow.
7. Tours at NPC and BUPERS require special screening and are highly competitive in nature.
8. Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
9. Aegis Ashore Billets count as Sea Duty. Permanent party billets are available for one year OCONUS, but are very arduous.
10. Typically, though not mandatory, an Aegis FC can expect to do one overseas tour in a career whether as FDNF or Aegis Ashore. They can also expect to do a shore tour in Dahlgren, VA.

### **Suggested (not mandatory) Career Milestones to Attain Combat Systems Maintenance Manager (CSMM):**

1. SEA 1 (approximately 7 years of service upon completion).
  - a. Advance to E-5 (or E-6 for top performers).
  - b. Qualify: 3M Maintenance Man, 3M Work Center Supervisor, CSOSS Technician, CSOSS Area Supervisor, Combat Systems Training Team (CSTT) Initiator/Evaluator, Combat Systems Maintenance Central, RADAR Systems Controller, Missile Systems Supervisor, Computer/Display Technician, ACNT Technician, CSOOW, DC 301-312 (Required for ESWS).
  - c. Purpose: These qualifications are part of the overall picture required for a Departmental Leading Chief Petty Officer (DLCPO). Each represent the building blocks necessary for a future DLCPO to take the next step as the technical expert, whether it be teaching a "C" school on SHORE 2 or being an Aegis Weapon Systems Supervisor (AWS) on SEA 2.
2. SHORE 1 (approximately 10 years of service upon completion)
  - a. Advance to E-6
  - b. Maintenance Technician, In-Rate Instructor, Tech Rep.
  - c. Purpose for these duties:
    - (1) Hone the Journeyman and leadership skills and experiences required to maintain maximum operational capability of the Combat System.
    - (2) First shore tour has been identified as the most flexible of all shore assignments and presents the optimal time for special program assignments.
      - (a) Qualify: Master Training Specialist (MTS) if assigned to instructor duty  
Afloat Training Specialist (ATS) if assigned to ATG duty
      - (b) Attend Aegis Weapon Systems Supervisor (AWS) "C" School for appropriate element
3. SEA 2 (approximately 15 years of service upon completion)
  - a. Advance to E-6/E-7/E-8 (Top Performers)
  - b. Dept LCPO (Top Performers), CF Div LCPO, Element AWS Technician, CSMMA/Tech Pub Librarian
  - c. Qualify: Combat Systems Officer of the Watch, Combat Systems Coordinator, Anti Air Warfare Coordinator (Pre-Req for BMDWO)BMDWO, Department 3M, CSTT Evaluator/Qualifier, DCTT, ATTT.
    - (1) These qualifications and programs all fall under the knowledge responsibilities of a Department LCPO. A complete and up to date knowledge of these qualifications and programs are the keystone principals for the Sailor.



## FC-Aegis CAREER PATH (SW)



- d. Attend Combat Systems Maintenance Manager “C” School and Combat Systems Senior Enlisted (Top Performers)
4. SHORE 2 (approximately 18 years of service upon completion)
  - a. Advance to E-7/E-8/E-9 (Top Performers)
  - b. RMC, In-Rate Instructor, Afloat Training Group (ATG), Tech Rep., Surface Combat Systems Training Command
  - c. Attend Combat Systems Maintenance Manager “C” School and Combat Systems Senior Enlisted
  - d. Attend Senior Enlisted Academy (SEA)
5. SEA 3 (approximately 22 years of service upon completion)
  - a. E-8/E-9
  - b. Combat Systems Maintenance Manager/Dept. LCPO (DDG/CG)
  - c. Qualify: Anti Air Warfare Coordinator, TAO (AAMDS), CSTT Coordinator, ITT, DCTT, ATTT, CDO.
6. SHORE 3 (approximately 25 years of service upon completion)
  - a. E-8/E-9
  - b. Surface Combat Systems Training Command, Tech Rep. Lead, RMC Lead, ATG Lead
7. SEA 4 (approximately 29 years of service upon completion)
  - a. E-9
  - b. Combat Systems Maintenance Manager
  - c. Command Master Chief (CMC)/Command Senior Enlisted Leader (CSEL)
  - d. Qualify: Force AAWC, CSTT Leader, ITT, DCTT, ATTT, CDO.
8. Miscellaneous Notes:
  - a. Prerequisites to given qualifications have not all been added as listings.
  - b. Some qualifications and/or prerequisites are class specific therefore complete descriptions are not presented and are generalized.

**In addition to the above career path, an FCA 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)
  - Aegis Manning structure aboard a ship limits opportunity to serve in LPO positions
  - Aegis Ashore Billets count as Sea Duty
  - Qualified (I/P) OOD, CSOOW, Duty Dept. Head; (U/W) CSOOW
  - Advanced Qualifications (I/P) ATTWO; (U/W) CSC, AAWC
  - Achieve ESWS Warfare qualification
  - Training Team member (CSTT Technical and Tactical) (DCTT, ATTT and ITT)
  - Asst. Command Collateral for major program with documented impact
  - Active First Class Mess involvement with documented impact
  - Sailor 360 involvement, preferably leading a committee
2. Shore Assignments (all)
  - Billet base for FCA is imbalanced for shore duty, which may preclude opportunity for an in-rate shore tour
  - FC “A” or FC Aegis “C” School Instructor/Course Supervisor/SCSTC/ (MTS during tour);  
Advanced Qualification: Training Manager



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- ATG (ATS during tour) (Advanced Qual: MTS)
- RMC Maintenance Technician with documented repairs
- NPC (Detailer)
- RDC (MTS during tour)
- Enlisted Recruiter (Advanced Qual: RINC)
- Asst. Command Collateral for major program with documented impact
- Active FCPOA involvement with documented impact
- Sailor 360 involvement, preferably leading a committee

### Considerations for promotion from E7 to E8

1. Sea Assignments (all)
  - Successful Divisional LCPO tour at an operational command
  - Achieve all Warfare qualifications available at command (Primary ESWS)
  - Qualified (I/P) Section Leader; (U/W) CSC
  - Advanced Qualifications (I/P) ATTWO; (U/W) AAWC, BMDWO, TAO (AAMDS)
  - Training Team Lead (CSTT Technical and/or Tactical) (DCTT, ATTT and ITT)
  - Command Collateral with documented impact
  - Active CPO Mess involvement with documented impact
  - Sailor 360 involvement and leading a committee
2. Shore Assignments (all)
  - FC "A" or FC Aegis "C" School Instructor/Course Supervisor/ SCSTC (MTS during tour); Advanced Qualification: Training Manager, Element Lead
  - Waterfront Trainer and Assessor ATG (ATS during tour) (Advanced Qual: MTS)
  - RMC Maintenance Technician and Trainer
  - NPC (Detailer)
  - RDC (MTS during tour)
  - Command Collateral with documented impact
  - Active Mess/CPOA involvement with documented impact
  - Sailor 360 involvement and leading a committee.
  - Qualified Assessor, ACDO/CDO/SDO

### Consideration for promotion from E8 to E9

1. Sea Assignments (all)
  - Successful as a Combat Systems Maintenance Manager/Departmental LCPO at an operational command
  - Achieve all Warfare qualifications available at command (Primary ESWS)
  - Qualified (I/P) Section Leader, ATTWO; (U/W) AAWC, BMDWO, TAO (AAMDS)
  - Advanced Qualifications (I/P) CDO, Senior Enlisted Watch Bill Coordinator; (U/W) FADWC
  - Training Team Leader (CSTT Overall), DCTT, ATTT, ITT.
  - Major command collateral with documented impact
  - Active CPO Mess (with documented leadership and involvement)
  - Sailor 360 involvement and Leader/Coordinator
2. Shore Assignments (all)
  - FC "A" or FC Aegis "C" School Instructor/Course Supervisor/SCSTC (MTS during tour, MTS Program Coordinator); Advanced Qualification: Training Manager, Senior Instructor, Integrated Work Force.
  - Waterfront Trainer and Assessor ATG (Team Lead, ATS/MTS Program Coordinator, ATS during tour)(Advanced Qual: MTS)
  - RMC Field Maintenance Technician with documented repairs
  - BUPERS (ECM)



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- NPC (Lead Detailer/ Rating Evaluator)
- RDC (MTS during tour)
- SURFOR/PAC/LANT (Fire Control Administrator)
- OPTEVFOR (System Development/Evaluation)
- Major command collateral with documented impact
- Active Mess/CPOA involvement with documented impact
- Sailor 360 involvement and Leader/Coordinator
- Qualified Assessor, ACDO/CDO/SDO/AOIC