



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 Yrs	CSEL, Enlisted Comm. Mgr.	36	4 th Shore Tour Billet: Detailer, CSMM Instructor, RMC Lead, Training Manager, Evaluator, Ship Sup. Duty: BUPERS, ATRC/ SCSTC, ATG, TYCOM Qualification: ATS, MTS
24-28	FCACM FCACS	21 Yrs 16.7	CSEL	48	4 th Sea Tour Billet: CSMM/Dept LCPO/CSSE, Detailer Duty: CG/DDG Qualification: FADWC, CSTT Leader, ATTT, DCTT, CDO, ATTWO
21-24	FCACM FCACS FCAC	21 Yrs 16.7 13.8	CWO, CSEL, Instructor, RDC, Recruiter, Enlisted Comm. Mgr., Detailer, Senior Enlisted Academy	36	3 rd Shore Tour Billet: ECM, Rating Evaluator, Fire Control Administrator, Training Supervisor, Tech Rep, Lead Instructor, Lead RDC, System Development/Evaluation. Duty: BUPERS, SCSTC, OPTEVIFOR, TYCOM, ATG, RTC, RMC Qualification: ATS, MTS
17-21	FCACS FCAC FCA1	16.7 Yrs 13.8 7.8	CWO, CSEL, Aegis Ashore, Senior Enlisted Academy	48	3 rd Sea Tour – At Sea Billet: CSMM, DLCPO/CSSE, LCPO, AWS TECH. Duty: CG/DDG Qualification: CSC, CSOOW, AWS, BMDO, AAWC, ITT, CSTT Tech/Tactical Leader, DCTT, ATTT, CDO, ATTWO 3 rd Sea Tour – Aegis Ashore (BMD) Billet: CSMM, DLCPO, LCPO, AWS Tech, CSC Duty: Aegis Ashore Qualification: TAO, BMDWO, CSC, CSOOW, RSC, MSS



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14-17	FCACS FCAC FCA1	16.7 Yrs 13.8 7.8	CWO, Instructor, RDC, Recruiter, Detailer	36	2 nd Shore Tour Billet: Course Supervisor, Instructor, RDC, Recruiter, Tech Rep, Trainer, C-UAS LCPO, C-UAS, Rating Evaluator, CNSG CSMM Duty: SCSTC, NPC, RMC, ATG, NTAG, NSWC, NSF, RMC Qualification: MTS, ATS, RINC
9-14	FCAC FCA1 FCA2	13.8 Yrs 7.8 3.5	LDO, OCS, MECP, Aegis Ashore	60	2 nd Sea Tour – At Sea Billet: CSMM, LPO, LCPO, AWS Tech., Maintenance Tech. Duty: CG, DDG, DESRON Qualification: CSC, CSOOW, Area Supervisor, AAWC, BMDWO, OOD I/P, CSTT, ATTT, DCTT, ATTWO 2 nd Sea Tour – Aegis Ashore (BMD) Billet: CSMM, DLCPO, LCPO, AWS Tech, CSC Duty: Aegis Ashore Qualification: TAO, BMDWO, CSC, CSOOW, RSC, MSS
6-9	FCA1 FCA2	7.8 Yrs 3.5	STA-21, OCS, MECP, Instructor, RDC, Recruiter	36	1 st Shore Tour Billet: Detailer, Instructor, RDC, Recruiter, Maintenance Tech, C-UAS, Aegis Tech Duty: BUPERS, SCSTC, ISEA PHD, SCSC, RTC, NTAG, NSF, RMC Qualification: MTS, ATS, RINC
2-6	FCA2 FCA3	3.5 Yrs 1.3	Naval Academy, STA-21, OCS	60	1 st Sea Tour Billet: Maintenance Tech. Duty: CG/DDG Qualification: WCS, Area Supervisor, CSMC Watch, MSS, RSC, CSTT, ATTT, POOW, ESWS, CSOOW
1+/-	FCASN 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.



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3. Deployable Sea and Land components located in the 7th Fleet AOR, 6th Fleet AOR and 5th Fleet AOR are extremely arduous, with deployable units being out of homeport well above CONUS average.
4. Aegis manning structure aboard a ship limits opportunity to serve in Leading Petty Officer positions. Combat Systems Maintenance Manager Assistant (CSMMA), with documented leadership and impact should be given the same consideration as the LPO.
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 (AAMDS) in Romania and Poland 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.
11. Special consideration should be given to Sailors who have documented successful performance in the CSMM role without the CSMM NEC. Possessing the CSMM NEC without documented performance should not be considered as fulfilling the role of the CSMM.
12. For advancement from E6-E7, superior performance in their role as a leading technician and ability to repair critical casualties should be given special consideration for advancement.
13. To be considered for advancement to FCACS, sailors shall have obtained the AWS NEC and completed a successful LCPO tour at sea. LCPO at sea develops experiential knowledge needed to be a successful CSMM at sea. Strong consideration should be given to those Sailors who have documented success in maintaining the Aegis Weapon System through Effective Transmitter Power (ETP) stats and/or SPY Honor Roll, CASREPs cleared, PAR/SAR ratings, successful events throughout the OFRP, maintenance availabilities, and deployments.
14. To be considered for advancement to FCACM, sailors shall have a completed a successful CSMM tour at sea. Strong consideration should be given to those Sailors who have documented success in maintaining the Aegis Weapon System through Effective Transmitter Power (ETP) stats and/or SPY Honor Roll, CASREPs cleared, PAR/SAR ratings, successful events throughout the OFRP, maintenance availabilities, and deployments.
15. Some training commands restricted the qualification of ATS/MTS during COVID-19 years; consideration must be taken for sailors at training commands during this timeframe.

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)



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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.
- 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:



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- a. Prerequisites to qualifications given 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. Superior performance in their role as a technician and ability to repair critical casualties should be given special consideration for advancement in conjunction with leadership roles. This develops experiential knowledge needed to be a successful CSMM at sea.

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 ESWS; (I/P) OOD, CSOOW, Duty Dept. Head; (U/W) CSOOW
- Documented Journeyman level technical expertise
- Advanced Qualifications (I/P) ATTWO; (U/W) CSC, AAWC
- 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
- SCSTC Instructor (MTS during tour)
- Advanced Qualification: Course Supervisor, Testing Officer
- SCSTC Maintenance Technician (CSOOW during tour)
- Advanced Qualification: LPO and/or MTS if possible with 805A
- ATG (ATS during tour) (Advanced Qual: MTS)
- RMC Maintenance Technician with documented repairs
- NPC (Detailer)
- RDC (MTS during tour)
- Advanced Qualification: Fleet Quality Assurance Inspector (FQA), RDC "C" School Instructor, Distinguished Leadership Award (DLA)
- Land Based Test Site (LBTS) Documented impact with System Development/Testing/Maintenance
- CUAS
- TACTRAGRU
- 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 (refer to Note 13)

1. Sea Assignments (all)

- Successful Divisional LCPO tour at an operational command
- Documented Expert level technical/tactical expertise
- DESRON billets are considered sea duty
- Achieve all Warfare qualifications available at command (Primary ESWS)
- Successful LCPO tour at sea.
- 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



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- Active CPO Mess involvement with documented impact
 - Sailor 360 involvement and leading a committee
2. Shore Assignments (all)
- SCSTC Instructor with documented impact (MTS during tour)
 - Advanced Qualification: Element Lead, Course Supervisor, Testing Officer
 - Waterfront Trainer and Assessor ATG (ATS during tour) (Advanced Qual: MTS)
 - RMC Maintenance Technician and Trainer
 - NPC (Detailer)
 - RDC (MTS during tour)
 - Advanced Qualification: Fleet Quality Assurance Inspector (FQA), RDC “C” School Instructor, Distinguished Leadership Award (DLA)
 - LBTS Documented impact with System Development/Testing/Maintenance
 - TACTRAGRU
 - 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 (refer to Note 14)

1. Sea Assignments (all)
- Successful as a Combat Systems Maintenance Manager/Departmental LCPO at an operational command
 - Successful CSMM tour at sea
 - Achieve all Warfare qualifications available at command (Primary ESWS)
 - Qualified (I/P) Section Leader, ATTWO; (U/W) CSC, 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)
- SCSTC Rating Lead/Integrated Work Force/Instructor/Course Supervisor/Element Lead (MTS during tour if available at command). ADV: Training Manager, Senior Instructor
 - 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)
 - NPC (Lead Detailer/ Rating Evaluator)
 - RDC (MTS during tour)
 - SURFOR/PAC/LANT – Fire Control Administrator, Ready Relevant Learning (RRL), Career Long Learning Continuum (CLLC)
 - FDNF Fleet IAMD CSMM (C5F/C6F/C7F Fire Control Administrator)
 - Documented Fleet level impact
 - LBTS Documented impact with System Development/Testing/Maintenance
 - TACTRAGRU
 - 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