



FC CAREER PATH (SW)



Fire Controlmen (FC). FCs are technicians responsible for the operation, maintenance, testing, troubleshooting and repair of: RADARs, computers, networks, data display systems and integrated weapon system components. Fire Controlmen are knowledgeable in basic electricity/electronics, digital fundamentals, synchros, servos, RADAR principals, the fire control problem, gun ballistics, missile systems and computer fundamentals. FCs serve on most classes of surface ships and are trained in maintenance and operation of variety of weapon systems.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	FCCM	22.4 Yrs	CSEL, Enlisted Community Manager	36	4 th Shore Tour Billet: ECM/TECHAD, CSEL, Training Manager, FC Administrator Duty: BUPERS, TYCOM, NAWCD, SCSTC, OPTEVFOR
24-28	FCCM FCCS	22.4 Yrs 17.2	CSEL	36	4 th Sea Tour Billet: CSSE/Dept LCPO, Fleet/Staff TSM, 3MC Duty: CVN, LHA, LHD, Fleet Staff/CSG, DESRON Qualification: TAO/SUWC/Strike Officer/BWC
21-24	FCCM FCCS FCC	22.4 Yrs 17.2 12.1	CWO, CSEL Instructor, RDC, Recruiter, Detailer, Enlisted, Senior Enlisted Academy	36	3 rd Shore Tour Billet: ECM/TECHAD, Fire Control Administrator Lead Instructor, Combat System Development/Test/Evaluation, 3MC Duty: BUPERS, ATG, SCSTC, OPTEVFOR, TYCOM Qualification: CDO/SDO
17-21	FCCS FCC FC1	17.2 Yrs 12.1 7.1	CWO, CSEL, Senior Enlisted Academy	36	3 rd Sea Tour Billet: Lead Fire Controlman, Dept. LCPO, CSSE, Fleet/Staff TSM, 3MC, SSDS CSMM Duty: CVN, LHA, LHD, DESRON Fleet Staff/CSG Qualification: AAWC/ADWC/SDWC/SWC, Warfare Coord, TA/LAC, Boarding Officer, ITT Member, CSTT Leader
14-17	FCCS FCC FC1	17.2 Yrs 12.1 7.1	CWO, Instructor, RDC, Recruiter, Detailer, Senior Enlisted Academy	36	2 nd Shore Tour Billet: Instructor, RDC, Recruiter, Tech Rep, Trainer, Detailer, 3MC Duty: ATG, SCSTC Millington Qualification: ATS, MTS, CDO/SDO



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
9-14	FCC FC1 FC2	12.1 Yrs 7.1 3.5	LDO, CWO, OCS, MECP	48	2 nd Sea Tour Billet: Lead Technician, LPO, LCPO, Staff TSM, TSM. SSDS CSMM Duty: Ship, Fleet Staff, CCSG Qualification: CSC, CSOOW, SUWC, AAWC/ADWC, TSC/LAC, ECO, EAWS, CSTT Evaluator, ATTT Team Leader/or assistant, DCTT Member, ABO, QASO Member
6-9	FC1 FC2	7.1 Yrs 3.5	LDO, STA-21, OCS, MECP, Instructor, RDC, Recruiter	36	1 st Shore Tour Billet: Instructor, RDC, Recruiter, Maintenance Technician Duty: ATG, SCSTC, RTC, NRD Qualification: ATS, MTS
2-6	FC2 FC3	3.5 Yrs 1.4	STA-21, Naval Academy, NROTC, OCS	51	1 st Sea Tour Billet: Maintenance Technician Duty: Ship Qualification: CSMC, Area Supervisor, WCS, CSTT, ATTT Member SCAT/VBSS Team Member, ESWS, DWC
1+/-	FCSA/SN	9 Months			Recruit Training, "A" and "C" Schools

Notes:

1. "A" School and Security Clearance is required.
2. Sailors **MUST** qualify at the level of their respective paygrade to become "**FULLY QUALIFIED**". It is **highly recommended** that FCs qualify at a higher paygrade, attain higher level of qualifications, and seek greater responsibilities at their command reaching "**BEST QUALIFIED**". Commands are different in nature, mission, operational tasking, qualifications, equipment, etc. and you should review the considerations for advancement notes for each paygrade.
3. FCs assigned to billets that offer an Enlisted Warfare designations must attain the respective qualification and be qualified to their appropriate paygrade to be considered "**FULLY before BEST QUALIFIED**" at their current command.
4. FCs assigned to Instructor Duty/Course Supervisor/SCSTC billets where ATS and MTS are offered attain the respective qualification and be qualified to their appropriate paygrade to be considered "**FULLY before BEST QUALIFIED**" at their current command. It should not be seen as negative if the Sailor has not been onboard long enough to reach the qualification deadline.



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5. 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. FCs assigned to these hard to fill billets should be given special consideration by the selection board.
6. 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 and Afloat Training Groups.
7. Typically, on smaller platforms, FCs are substantially involved in ATTT, it is expected that all should have a role in CSTT and expand into other Training Teams as well.
8. Billet base for E5 imbalanced for shore duty, which may preclude a Sailor's opportunity for an in-rate shore tour. Sailors electing to stay at sea might not follow normal sea-shore flow.
9. Tours at NPC and BUPERS (detailer), RTC, OTC, and Naval Academy as a Recruit Division Commander require special screening, are highly competitive in nature and are high priority assignments.
10. The Littoral Combat Ship (LCS) uses a Train to Qualify (T2Q) concept. Sailors will be in a T2Q (ACC 106) status while they receive up to 18 months of required training. Periodic and transfer evaluations while in T2Q will normally be "Not Observed" or lack competitive rankings. T2Q time does not count toward sea tour requirement. Sea shore flow may appear abnormal due to significant training time required. Unplanned losses may cause a Sailor to transfer from one crew to another crew and should not be seen as negative.
 - a. LCS ISICs train and certify crews in most mission areas, similar to ATG in train to certify. LTF provides training normally conducted during basic and intermediate phases. LTF scores are equivalent to ATG level warfare area drills and inspections. It is important to note that not all LCS ISICs have an ATS/MTS program therefore this should not be seen as negative if the program is not offered.
 - b. Per CNO direction, Surface Warfare (SUW), Antisubmarine Warfare (ASW), and Mine Warfare (MIW) Mission Packages permanently merged with "core" crews. This will reflect a mid-tour UIC shift and is not derogatory.
11. Zumwalt (ZUM) Class DDG Sailors are assigned to Zumwalt Training Facilities (ZTF) for 6 months. These Sailors will be ACC 341 status while they receive required training. Periodic and transfer evaluations during their time at ZTF will normally be "Not Observed" or will lack competitive rankings. Sea shore flow may appear abnormal due to significant training time required.
12. Fleet and Carrier Strike Group Staff (CSG) personnel with V20A, 740A, and or V41A NECs provide training and real-world tasking to Tomahawk capable platforms to include U.S. Army, U.S. Marine Corps, and FMS partner nations. Manning requirements for Staff billets require multiple E-6 billets, limiting leadership positions. Personnel are expected to support TLAM and Staff FIRES roles and consideration should be given to both. Maritime Operations Center (MOC) support roles such as Fleet Command Center Supervisor (FLEET), Assistant Battle Watch Captain (CSG/FLEET), and Force Tactical Action Officer (CSG) assist the Battle Watch Captain in providing FLEET Commander or STRIKE GROUP Commander for providing situational awareness as well as communicating operational level direction and control of operations.
13. Performance and rating knowledge are the foundation on which we advance. Whatever platform/command you are assigned, you will need to ensure you are **FULLY QUALIFIED to advance to the next paygrade**. Influencing others to be successful, positively impacting the command, and above all showing **SUSTAINED SUPERIOR PERFORMANCE**.

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



FC CAREER PATH (SW)



Considerations for promotion from E6 to E7		
	Fully Qualified	Best Qualified
CRUISER/DESTROYER	CSOOW, OOD (I/P), Duty DH	ATTWO, SUWC, AAWC, CSC, ECO
CVN	CSOOW, JOOD (I/P)	ESL, CSRO, EAWS
AMPHIBIOUS	CSOOW, OOD (I/P), TT Member	SDWC/ADWC, CSRO, EAWS
LCS	OOD (I/P), TT Member	MPC, DSO (Freedom), CSM (Indep.), ATTWO
ZUMWALT	CSOOW, OOD (I/P)	CSC, ATTWO
FLEET/MOC	MDS Operator, SDO/ASDO	TSC, SDO
STRIKE GROUP	MDS Operator, SDO/ASDO (I/P)	LAC, FAWO, FSWO, ABWC

1. Sea/Shore Assignments:

- a. Manning structure aboard a ship and shore commands limits opportunity to serve in LPO positions. Others leadership positions such as Departmental 3MA, Duty Section Watchbill Coordinator or a leadership position within the FCPOA is highly recommended.
- b. Command level involvement:
 - Training Teams (CSTT/ATTT/VBSSTT/ITT/DCTT, etc.).
 - Collateral Duty Lead/Assistant Lead (CFL, UPC, DAPA, CRT, CTT, etc.) Break out if managing a command program with documented results.
 - Sailor 360 involvement, preferably leading a committee.
- c. Active FCPOA involvement, documented successful impact as FCPOA Officer, documented mentoring of Sailors.
- d. Professional/Personal Development: Military/College/Correspondence courses, PME/SEJPM, Navy COOL, USMAPS and continued effort toward a degree.
- e. Attaining ATS/MTS where offered is required to be FULLY QUALIFIED. See note 4.

Considerations for promotion from E7 to E8		
	Fully Qualified	Best Qualified
CRUISER/DESTROYER	CSOOW, OOD (I/P), Duty DH, ATTWO	Section Leader, SUWC, AAWC, CSC, ECO, Boarding Officer
CVN	CSOOW, CSTT Evaluator, OOD (I/P)	EAWS, CSRO, ADWC, CICWO, ATTWO
AMPHIBIOUS	CSOOW, OOD (I/P), ATTWO, CSTT Evaluator, ADWC	Section Leader (LHA/LSD/LPD), CSRO, Enlisted Warfare Coordinator, Warfare Area Lead, ATS/SWC
LCS	OOD (I/P), TT Member	Section Leader, ATTWO, Warfare Area Lead, CSM or MCP (Indep.)
ZUMWALT	CSOOW, OOD (I/P), ATTWO	Section Leader, CSC, SMCWO, CSRO, ECO, SUWC, AAWC
FLEET/MOC	TSM (V41A), TSC, SDO	ABWC, Strike Officer
STRIKE GROUP	TSM (V41A), LAC, SDO (I/P)	FAWO, FSWO, ABWC
DESRON	SDO (I/P)	GN/SK, FSUWC, FASWC, STAO



FC CAREER PATH (SW)



1. Sea/Shore Assignments

- a. Successful Divisional LCPO/CSSE tour at an operational command; (LCS) SUW Det. SEL tour.
 - b. Command level involvement:
 - Training Teams (CSTT/ATTT/VBSSTT/ITT/DCTT, etc.).
 - Collateral Duty Lead (CFL, UPC, DAPA, CRT, CTT, etc.) Break out if managing a command program with documented results.
 - Command Facilitator (FLDC, ILDC, ALDC) and results documented.
 - c. Active Mess/CPOA involvement, documented impact as CPOA Officer, documented mentoring of peers and Sailors/Sailor 360 mentor.
 - CPO Initiation involvement: Committee Chair/Co-Chair.
 - d. Professional/Personal Development: Military/College/Correspondence courses, PME/SEJPME, Navy COOL, USMAPS and continued effort toward a degree.
- Attaining ATS/MTS where offered is required to be **FULLY QUALIFIED**. See note 4.

Considerations for promotion from E8 to E9		
	Fully Qualified	Best Qualified
CRUISER/DESTROYER	CSOOW, OOD (I/P), ATTWO, Section Leader	SUWC, AAWC, CSC, ECO
CVN	CSOOW, CSTT Evaluator, OOD (I/P), SESL	EAWS, ADWC, CICWO, ATTWO, D3MA, CSSE, TAO
AMPHIBIOUS	CSOOW, OOD (I/P), CSRO, Section Leader, ATTWO, EAWS, ADWC, CSTT Evaluator	CICWO, TAO, Warfare Area Lead, Enlisted Warfare Coordinator, CSTT Coordinator/Leader, ATS
LCS	OOD (I/P), TT Member, Warfare Lead	Section Leader, ATTWO
ZUMWALT	CSOOW, OOD (I/P), SMCWO, CSC, Section Leader, ATTWO	CSC, CSR, SUWC, AAWC, ECO, TAO
FLEET/MOC	TSM (V41A), TSC, SDO	ABWC, Strike Officer
STRIKE GROUP	TSM (V41A), SDO (I/P)	LAC, FAWO, FSWO, ABWC, FTAO
DESRON	SDO (I/P)	GN/SK, FSUWC, FASWC, STAO

1. Sea/Shore Assignments

- a. Successful DLCPO/CSSE tour at an operational command; (LCS) SUW Det. SEL tour or Serving as CMDCM/CMDCS or Senior Enlisted Leader with documented impact.
 - b. Senior Enlisted Academy.
 - c. Multiple warfare qualifications (Achieve all Warfare qualifications available at command).
 - d. Senior Enlisted Watch Bill Coordinator.
 - e. Command level involvement:
 - Training Teams (CSTT/ATTT/VBSSTT/ITT/DCTT, etc.).
 - Collateral Duty Lead (CFL, UPC, DAPA, CRT, CTT, etc.) Break out if managing a command program with documented results.
 - Command Facilitator (FLDC, ILDC, ALDC, CPOLDC) and results documented.
 - f. Active Mess/CPOA involvement, documented impact as CPOA Officer, documented mentoring of peers and Sailors/Sailor 360 mentor.
 - CPO Initiation involvement, Executive Chair, Committee Chair/Co-Chair.
 - Professional/Personal Development: Military/College/Correspondence courses, PME/SEJPME, Navy COOL, USMAPS and continued effort toward a degree.
- Attaining ATS/MTS where offered is required to be **FULLY QUALIFIED**. See note 4.



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Acronyms:

AAWC – Anti-Air Warfare Coordinator
ADWC – Air Defense Warfare Coordinator
ABWC – Assistant Battle Watch Captain
ATG – Afloat Training Group
ATS – Afloat Training Specialist
ATTT – Anti-Terrorism Training Team
ATTWO – Anti-Terrorism Tactical Watch Officer (Can be U/W or I/P Qualification)
BWC – Battle Watch Captain
COG – Chief of the Guard
CICWO – Combat Information Center Watch Officer
CRUDES – Cruisers and Destroyers
CSC – Combat Systems Coordinator
CSM – Combat Systems Manager (Independence) combines the duties of SUWC, EW Sup, RSC, and CSRO
CSF – Center for Security Forces
CSRO – Combat Systems Readiness Officer
CSTT – Combat Systems Training Team
CSOOW – Combat System Officer of the Watch
CSMC – Combat System Maintenance Central
DCTT – Damage Control Training Team
DSO – Defensive Systems Operator (Freedom) combines the duties of SUWC, EW Sup, RSC, and CSRO
ESL – Enlisted Section Leader
FASWC – Force Anti-Submarine Warfare Coordinator
FAWO – Force Air Watch Officer
FSUWC – Force Surface Warfare Coordinator
FSWO – Force Surface Watch Officer
FTAO – Force Tactical Action Officer
GCO – Gun Console Operator
GLO – Gun Liaison Officer (NSFS/Big Deck Qualification)
IMF – Intermediate Maintenance Facility
ITT – Integrated Training Team
JOOD – Junior Officer of the Deck
LAC – Launch Area Coordinator
LTF – Littoral Training Facility (LCSRON)
MOC – Maritime Operations Center
MPC – Mission Package Coordinator (LCS)
MPCE – Mission Package Computing Environment (LCS)
MTS – Master Training Specialist
NCA – Network and Communications Assistant
NCM – Network and Communications Manager
NSW – Naval Special Warfare
NSWG – Naval Special Warfare Group
NSWC – Naval Surface Warfare Command
RDC – Recruit Division Commander
RMC – Regional Maintenance Center
SEWBC – Senior Enlisted Watch Bill Coordinator
SCAT- Small Craft/Caliber Action Team
SCSTC – Surface Combat Systems Training Command
SDO – Staff Duty Officer
SMCWO – Ships Mission Center Watch Officer ZUM equivalent to CICWO
SRF – Ship Repair Facility
STAO – Staff Tactical Action Officer
STT – Seamanship training Team



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SUWC – Surface Warfare Coordinator
TAO – Tactical Action Officer
TEU – Training and Evaluation Unit
TSC – Tomahawk Strike Coordinator
TSC – Training Support Center (LCS)
TSCE – Total Shipboard Computing Environment. Interchangeable in the LCS community with CSOOW
TSM – Tomahawk Strike Manager (V41A)
VBSS – Visit Board Search and Seizure
WCS – Work Center Supervisor