



OS CAREER PATH (SW)



Operations Specialists (OS). OSs operate RADAR, navigation and communication equipment in the Combat Information Center (CIC) aboard ship. The air, surface, and subsurface tactical situations are plotted, observed, evaluated and communicated in CIC. No two OSs will have the same career pattern; however, on average, the successful OS will complete these career milestones in about the same sequence.

| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|------------------|---------------------|--------------------------|---|----------------|---|
| 26-30 | OSCM | 22.5 Yrs | CSEL, SEA Facilitator | 36 | 4 th Shore Tour Billet: CSEL, Fleet Training Command, Admin/Operational Staff, Dept LCPO Duty: CSEL, ATG, ATRC, SCSTC, CSFTL/CSFTP, OS "A" School, AERR Qualification: ATS/MTS, Combat Systems Team Lead/Warfare Assessor, Training Liaison Officer, Tactical Mentor SEA, CDO |
| 23-26 | OSCM OSCS | 22.5 Yrs 17.8 | CSEL, DLCPO, STAFF | 48 | 4 th Sea Tour Billet: CSEL, DLCPO, 3M, Staff CSEL, Admin/Operation Staff, DLCPO, Det LCPO Duty: AAMDS, CG, CVN, LHD, LHA, ESG, Staff (CSG/DESRON/NECC/TACRON, NSW) Qualification: CSEL, TAO, ICO, CDCWO, DWC, TACWO, CICWO |
| 20-23 | OSCM OSCS OSC | 22.5 Yrs 17.8 14.4 | CWO, CSEL, CMDCS | 36 | 3 rd Shore Tour Billet: ECM/TECHAD, Admin/Operational Staff, LCPO. Duty: BUPERS, ATG, SCSTC, Fleet Training Command. Qualification: MTS, ATS. CSEL, SEA, CDO/ACDO, ADWC, AAWC, SUWC, Warfare Coordinator |
| 16-20 | OSCS OSC OS1 | 17.8 Yrs 14.4 9.1 | LDO, CWO, OCS, MECP, CSEL, RDC, Recruiting, Instructor, AAMDS | 48 | 3 rd Sea Tour Billet: TOPGUN AICS, ASTACS, Dept/Div LCPO, CICWO, USTAC, BMDWO, CSSE, LCAC Oper, Admin/Operation Staff Duty: Ship, AAMDS Craft Unit, CCSG, CVW Staff (CSG/DESRON/ESG/TACRON) Qualification: CSEL, SEA, CICWO/CDCWO/TACWO, Warfare Coordinator CSTT, Navigator, Craft Master, ICO, EXW |



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|------------------|---------------------------------------|-------------------------|--|----------------|---|
| 12-16 | OSC OS1 | 14.4 Yrs 9.1 | | 36 | 2 nd Shore Tour Billet: LCPO/LPO/Warfare Lead Duty: Fleet Training Command (ATG, ATRC, SCSTC, CSFTL/CSFTP, A School, SWOS), Admin/Operational Staff Recruiting, RDC, FACSFAC, SSCPAC, NSW Qualification: GCCS WO, ICO, FNS, MTS, ATS, SDO, CRICO, ADWC, AAWC, SUWC |
| 8-12 | OS1 OS2 | 9.1 Yrs 3.4 | | 60 | 2 nd Sea Tour Billet: LPO, WCS, Air Controller, LCAC Navigator, Ship, (CVN, LHA, CRUDES, LCS, LPD), Sea Special Programs, (PRECOM) Staff, Craft Unit, Staff (CSG/DESRON/ PHIBRON/ TACRON/ESG), NSW Qualification: AICS/AIC/ASTAC GCCS Oper./WO, COP ADV, TDC, LPO, Watch Sup, FADIZ, FNS, TAC-COM, EKMS Manager, CIC/CDCWO/ Staff Watch Officer, EXW |
| 4-8 | OS2 OS3 | 3.4 Yrs 2.4 | STA-21, OCS, MECP, RDC, Recruiting, Instructor | 36 | 1 st Shore Tour Billet: Admin/Operational Staff Duty: Instructor, Recruiting, RDC FACSFAC, SSCPAC, GAAC Qualification: GCCS, TDC, ATS, MTS, MRICO, ASDO, ACDO, Area Coord |
| 1-4 | OS3 OSSN | 2.4 Yrs 1.0 | STA-21, OCS, MECP, Naval Academy, NROTC | 54 | 1 st Sea Tour Billet: Operator Duty: Ship, Staff Qualification: RADAR Oper, Track Sup, Watch Sup, GCCS Oper, TDC, Shipping, Piloting, FNS, VMS Oper, COPSUP, TDL MNGR |
| 1+/- | OSSN OSSA Accession Training | 1.0 5 Months | | N/A | Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command |

Notes:

1. "A" School is NOT required.
2. Tour at BUPERS 3 as an Enlisted Community Manager (ECM) are for high-performing E8s or E9s. It is a highly competitive tour requiring thorough understanding of the Rating manning and manpower policies.



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Special consideration should be taken if SCVM is fulfilling and has documented performance in this position.

3. Tour at NPC as an “OS” Rating Detailer is a highly competitive tour requiring thorough understanding of the Rating manning and manpower policies. Special consideration should be taken if SCVM is fulfilling and has documented performance in this position.
4. Operation Specialists assigned to NPC, OTC, USNA, PRECOM, RTC, Recruiting and RDC require special shore screenings, these are CNO Priority Billets, and should be viewed by the selection board as competitive in nature.
5. Forward Deployed Naval Forces (FDNF) Sea billets are extremely arduous in nature, have a higher operational commitment, and deploy at a much higher rate than CONUS Sea billets. OSs assigned to these hard to fill billets should be given favorable consideration.
6. Harbor Pilot (MSC), LCAC Navigator and Craftmaster is a special program that requires an arduous and extended training program to qualify, with billets that have increased responsibility.

Key point: Due to the specialized mission of these programs and based on NEC requirements, Sailors are required to re-tour in these communities in order to obtain certain NECs. Though not a closed-loop community, transferring from sea to shore, or shore to sea inside of these programs, is highly desirable and sometimes required because it recycles experience within the program. Due to these factors, staying in these communities should not be considered a negative factor or detractor.

7. Consideration should be given to Sailors who have displayed sustained superior performance while serving in Naval Special Warfare (NSW) assignments. These assignments include, but are not limited to, Naval Special Warfare Command, NSW Groups, NSW Units, SEAL Teams, Boat Teams and NSW Logistical Support Units. Such assignments may not be typical of the traditional career path yet still provide unique leadership and career enhancing opportunities valuable to a well-rounded naval career.
8. Acronyms
 - a. GAAC – Geographic Area Assignment Coordinator
 - b. MRICO – Maritime Regional Interface Control Officer
 - c. AAMDS – Aegis Ashore Missile Defense System
 - d. DWC – Defense Weapons Coordinator

The Littoral Combat Ship (LCS) is a Sea Special Program that uses a Train to Qualify (T2Q) concept. These Sailors will be in a T2Q (ACC 106) status while they receive the unique training required to fill these hybrid billets. LCS’ hybrid billets require significant training time, 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. 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

- COMLCSRONONE and COMLCSRONTWO 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.



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- 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.
- COMLCSRON TWO does not have an ATS/MTS Program established.

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) was outside of their normal scope of duty.

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.
- FNS – Force Net Supervisor combines duties of TDC, ID OP.
- TAC-COM – Tactical Communications combines duties GCCS, TDC, ID OP.
- JOOD – Significant responsibility in LCS due to limited number of underway bridge watchstanders.
- MPC – Mission Package Coordinator.
- MPCE – Mission Package Computing Environment.

Considerations for advancement from E6 to E7

1. Sea Assignments (all): Should have served as an LPO for greater than 12 months with documented performance and have the following qualifications:

- ESWS or any warfare devices available at current command
- Should be qualified Piloting, Shipping, Watch Officer (BATTLE, BMD, CDC, CIC, TOP) with documented performance
- Should be Qualified Warfare Coordinator (AAWC, ADWC, ASUWC) with documented performance
**Advanced Qualifications (AICS, ICO, LCAC Navigator)
- Should be Qualified CIC/CDC Team Member (ASW, BMD, LRIT, NSFS, RADNAV/Sea & Anchor Team, SAR, Amphibious Boat Control) with documented performance
- Qualified Training Team Member with documented performance (ATTT, FPTT CSTT, DCTT, SNTT/STT, ITT, LCCTT)
- Documented Command Collateral Duty performance
- Documented FCPOA involvement
- Documented Sailor 360 involvement
- Watchbill Coordinator (Departmental/Command)

2. Shore Assignments (all)

- Training Commands (Afloat Training Group, AEGIS Training and Readiness Center, Center for Surface Combat Systems, Expeditionary Warfare Training Group, Navy Expeditionary Combat Command, Navy Education and Training Command)
- Detailer
- RDC (Should attain MTS at completion-all ranks)
- Recruiter (should be LPO)
- Training Teams (NFMT/CSCS/EWTG/NECC/NETC)
- ATG (ATS/MTS/TEAM LEAD completion)



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- Instructor Duty, Course Curriculum Model Manager (C2M2) or equivalent (should attain MTS qualification, if assigned to Afloat Training Group Command should attain ATS qualification)
- Documented FCPOA/Sailor 360 involvement
- Documented Command Collateral Duty performance
- OOD (I/P) or Staff Duty Officer (SDO/RDO/CDO)

Considerations for advancement from E7 to E8

1. Sea Assignments (all)

- Should be Div, or Det LCPO
- Should be qualified Piloting and Platform Specific Watch Officer (BATTLE, BMD, CDC, CIC, TOP) with documented performance
- Should be qualified Platform Warfare Coordinator (AAWC, ADWC, ASUWC, TACWO, DSO (LCS), CSM(LCS) FNS) with documented performance
- Qualified Air Controller (AIC/AICS/ASTAC/Senior ASTAC) with documented performance
- LCAC Craftmaster with documented performance
- Should be qualified Command Training Team Leader (CSTT, ITT, LRTT, SNTT/STT, LCCTT) with documented performance
- Section leader, Enlisted Watchbill Coordinator and other outside the normal scope (i.e. ATTWO)
- ESWS or any warfare devices available at current command
- Documented CPO/CPOA involvement
- Documented Command Collateral Duty performance
- Documented Sailor 360 involvement
- Should be qualified 3M 304

2. Shore Assignments (all)

- Detailer, Rating Specialist
- TYCOM or ISIC assignment (Force "OS"/AIC/AICS/AICS LEVEL V/DESRON ASTAC)
- Instructor Duty, Div LCPO of Instructors (should attain MTS)
- Fleet Area Control and Surveillance Facility (MRICO, ICO, OPAREA Scheduler)
- LCPO OS "A" School/ "C" School
- RDC
- Training Teams (NFMT)
- ATG (ATS/TEAM LEAD)
- CDO Qualified
- Documented Sailor 360 involvement
- Documented Command Collateral Duty performance

Considerations for advancement from E8 to E9

1. Sea Assignments (all)

- Dept or Det LCPO/Senior Enlisted Advisor (Aegis Ashore/Staff)
- Should be qualified Platform Specific Watch Officer (BATTLE, BMD, CDC, CIC, TOP) with documented performance
- Should be qualified Force or Platform Specific Warfare Coordinator (AAWC, ADWC, ASUWC, TACWO, DSO (LCS, CSM LCS, FNS) with documented performance
- Qualified Air Controller (AICS/Senior ASTAC) with documented performance
- TAO, Section Leader, and other outside the normal scope (i.e. ATTWO)
- Qualified Air Controller (AIC, AICS, ASTAC, SENIOR ASTAC) with documented performance
- ESWS or any warfare devices available at current command
- Should be qualified CSTT/ITT/LRRT/SNTT/LCCTT Leader. Repair locker leader or other Damage Control organization involvement
- CPO/CPOA involvement



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- SAILOR 360 involvement
- Documented Command Collateral Duty performance
- Enlisted Senior Watchbill Coordinator with documented performance
- Should be qualified 3M 305

2. Shore Assignments (all)

- DLCPO/SEL at large training command
- Head Detailer/Special Programs/ECM Tech Ad
- Sailor 360 involvement
- ATG/NFMT (ATS/TEAM LEAD)
- TYCOM
- RDC
- CDO Qualified, or Staff Duty Officer