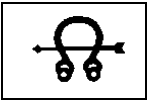


## STG CAREER PATH (SW)



SONAR Technicians (STG). STGs are responsible for operating SONAR systems, underwater fire control systems, and supporting equipment on surface ships such as destroyers and cruisers. STGs are also responsible for undersea surveillance, and aid in safe navigation and search-and-rescue operations. They use equipment to detect, analyze and locate targets of interest.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
25-30	STGCM	20.7 Yrs	Instructor, ECM, Detailer, CMDCM	36	4 <sup>th</sup> Shore Tour Billet: FORCE STG, DETAILER, ASW OPS MGR, DESRON, FORCE ACINT, ACINT SEL Duty: CNSL/CNSP, UWDC, NPC, ATG, TUSWC, FTAC/ONI, SCSTC, SMWDC
21-25	STGCM STGCS	20.7 Yrs 16.2	CMDCM/CMDCS, CWO	36	4 <sup>th</sup> Sea Tour Billet: STAFF STG, ACINT, DLCPO, ASW OPS MGR, SURTASS Duty: DESRON, FTAC/ONI, CRUDES, CVN Qualification: ASWC, WO, ASMC
18-21	STGCM STGCS STGC	20.7 Yrs 16.2 12.9	Staff Duty, Instructor, ECM, Detailer CMDCM/CMDCS, CWO, Senior Enlisted Academy	36	3 <sup>rd</sup> Shore Tour Billet: ECM, DETAILER, ACINT SPEC, SENIOR INST. Duty: UWDC, CUS/TUSWC, NPC, ATG, FTAC/ONI, SCSTC, SMWDC Qualification: ACINT, ATS/MTS, WO, TC, NUWTAC TEAM LEAD
15-18	STGCS STGC	16.2 Yrs 12.9	CMDCS, CWO, Senior Enlisted Academy	48	3 <sup>rd</sup> Sea Tour Billet: LCPO, DLCPO, ASW OPS MGR, ACINT SPEC Duty: DESRON, CRUDES, SURTASS, FTAC/ONI, CVN Qualification: SONAR SUP, ASWC, ACINT, ASMC, TC, CV-TSC WATCH SUP
12-15	STGC STG1	12.9 Yrs 7.5	ACINT, Staff Duty, Instructor, RDC, Detailer, LDO, CWO	36	2 <sup>nd</sup> Shore Tour Billet: LCPO, INSTRUCTOR, ACINT SPEC, DETAILER, ACOUSTIC ANALYST. Duty: SCSTC, FTAC/ONI, CUS/TUSWC, ATG, UWDC, NPC, CV-TSC Qualification: ACINT, WATCH SUP, MTS, ATS, TC, NUWTAC MENTOR/ASSESSOR



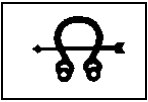
## STG CAREER PATH (SW)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
9-12	STG1 STG2	7.5 Yrs 3.1	ACINT, LDO, OCS, MECP	54	2 <sup>nd</sup> Sea Tour Billet: LPO, SONAR SUP, ACINT SPEC. Duty: CRUDES, SURTASS, FTAC/ONI, CVN Qualification: ACINT, SONAR SUP, ASWC, TACCO, TC
6-9	STG2	3.1 Yrs.	STA-21, OCS, MECP, Instructor, RDC, Recruiter	36	1 <sup>st</sup> Shore Tour Billet: INSTRUCTOR, RDC, RECRUITING, RMC/Tech Rep, ACOUSTIC ANALYST Duty: SCSTC, CUS/TUSWC, FTAC/ONI Qualification: MTS, ATS, TR/PSO
2-6	STG2 STG3	3.1 Yrs 1.3	STA-21, Naval Academy	54	1 <sup>st</sup> Sea Tour Billet: ASW OPERATOR, ASW TECH, ACOUSTIC ANALYST, CV-TSC OPERATOR/TECH. Duty: CRUDES, SURTASS, CVN Qualification: SAWO, FIRE CONTROL OP, TSO, WCS, AREA SUP, TR, ASO/PSO,
1+/-	STG3 STGSN STGSA Accession Training	1.3 Yrs			Recruit "A" and "C" School

Notes:

1. "A" School is required to be a STG.
2. A SECRET security clearance is required to be maintained due to the nature and scope of STG assigned duties.
3. 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. STGs assigned to these hard to fill billets should be given special consideration by the selection board.
4. STGs assigned to billets that offer an Enlisted Warfare designations (SW/AW) must attain the respective qualification and be qualified to their appropriate paygrade to be considered "**FULLY QUALIFIED**" at their current command.
5. STGs assigned to NPC, BUPERS, 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.
6. STGs assigned to Instructor Duty billets (Surface Combat Systems Training Command (SCSTC), ATG, etc.) where ATS and/or MTS are offered must attain the respective qualification **within 12 months of their PRD**, and be qualified to their appropriate paygrade to be considered "**FULLY QUALIFIED**" at their current command.



## STG CAREER PATH (SW)



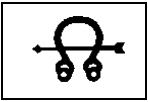
- a. For commands that offer both ATS and MTS (ATG), **“FULLY QUALIFIED”** is attaining ATS **within 12 months of their PRD** and **“BEST QUALIFIED”** is attaining both ATS and MTS **within 12 months of their PRD**.

7. STGs selected for the selection board, selection board recorder, Advancement Exam Readiness Review (AERR), and lead the rating readiness review should be given special consideration by the selection board. This shows a level of ownership and devotion to the STG rating.

8. Sailors must qualify at the level of their respective paygrade. It is highly recommended that STGs qualify at a higher paygrade, attain higher level of qualifications, and seek greater responsibilities at their command. Commands are different in nature; mission, operational tasking, qualifications, equipment, etc. you should review the considerations for advancement notes for each paygrade below.

9. The considerations for advancements listed below for Chief, Senior Chief, and Master Chief Sonar Technician are not all inclusive. There are several important factors that **MUST** be considered, applied, and executed if you want to navigate through the paygrades to become a STGCM.

- a. 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**, influencing others to be successful, positively impacting the command, and above all showing **SUSTAINED SUPERIOR PERFORMANCE**.
- b. Along with your personal sustained superior performance, the demonstration and documentation of the sailors you lead should show **SUSTAINED SUPERIOR PERFORMANCE** with regard to in rate knowledge and qualifications, **REAL WORLD SONAR PERFORMANCE**, Certification Scores, Retention, etc.
- c. In addition to your performance, you must be able to transcribe your accomplishments on your evaluation so members of the Selection Boards (different ratings) can understand clearly what it is that you and your Sailors have done. It is crucial that you clearly explain how you meet/exceed the Selection Board Precepts and Convening Order.
- d. Attaining a qualification at the end of a tour and doing nothing with the qualification can be seen as a negative. Example: If you qualify as ASW Coordinator (ASWC) three months prior to your transfer. What was done with the qualification? What impact did you have? Become **FULLY/BEST QUALIFIED** at the beginning of your tour and lead by example. Command impact is a key element when attaining qualifications.
- e. The **BEST QUALIFIED** candidates will have documented **AT SEA** real world SONAR operational experience along with sustained superior performance **AT SEA**.
- f. Collateral Duties. The right collateral duty will keep you competitive at your command with regards to ranking, however your evaluation needs to reflect more of your primary duty accomplishments. Your evaluation needs to reflect roughly 90% of your primary duty (STG) and 10% of collateral duties. Real world operational experience, inspection scores, warfare exercise performance, in-rate advancements, operational readiness of your systems, etc. should be the driving narrative of your evaluation.
- g. Education and Professional Development. Completion of professional military entails Primary Professional Military Education (PPME), Senior Enlisted Joint Professional Military Education (SEJPME) and Leadership Development (SEA) are considered cornerstones of advancement.



## STG CAREER PATH (SW)



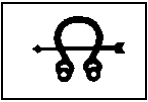
### Assignable Communities:

1. Surface Ship ASW Specialist (SSAS) (V44B) E7-E9. SSAS serve as the lead ASW SME onboard ASW Capable Combatants (CG/DDG aka CRUDES), CVN and DESRON. Post sea duty assignments SSAS train and certify the sea component commands while assigned to SCSTC, ATG, and UWDC.

- 1) Sea Duty: (CRUDES). The SSAS, usually the senior STG, serves as the principal advisor to the Commanding Officer and TAOs for the ASW division and warfare area. They are responsible for preparation of ASW operations, direction on threat interpretation, proper SONAR sensor use and employment, analysis, and classification of received acoustic signals. The SSAS is critical to the evaluation of Target Motion Analysis (TMA), contact management and SONOBUOY localization, post-mission analysis, data collection, initial reconstruction, and management and completion of ASW Afloat Self-Assessment check sheets. In addition to ASW warfare area responsibilities, the SSAS is responsible for material condition of the SQQ-89 suite and the personal and professional development of their divisional Sailors; documented with advancement, retention, MAP, CDBs, and other divisional achievements. As Departmental LCPO, they will be responsible for multiple warfare areas (STK, SUW, EXSAF, etc.), the material condition of all spaces and systems under their cognizance, and the personal/professional development of all Sailors within their department.
  - a. CRUISER / DESTROYER / CVN.
    - Leadership; DLCPO, LCPO, LPO, WCS, and Training Team Leader/Member.
    - Qualifications; Sonar Supervisor, Enlisted Warfare Specialist (offered at command).
    - Advanced Qualifications; (U/W) ASWC, ASWE
  - b. DESRON. As the DESRON SSAS, they ensure all CRUDES platforms within the DESRON are fully trained and operational. Critical in the mission planning and execution of all ASW operations within the DESRON and Strike Group; while assigned as the Sea Combat Commander (SCC).
- 2) Shore Duty: After a successful tour as an afloat SSAS, their skillset as a SSAS are utilized in the fleet at various training commands as instructors, assessors, and course managers. Training commands include SCSTC ("A" and "C" schools, system operator and maintenance courses, Journeyman, Team Trainers, SSAS course), ATG (basic unit level training and USW Certification) and UWDC (integrated training and final DESRON/Strike Group USW certification). Though ATG and UWDC are both shore duty commands, the STG/SSAS stationed there have an extensive underway and travel schedule.
  - a. SHORE DUTY Type I/III
    - Afloat Training Groups; ATS and MTS (qualified no later than 12 months to PRD)
    - UWDC
    - Instructor Duty, SCSTC, RTC, RDC, OTC, USNA; MTS (qualified no later than 12 months to PRD)
    - Recruiting
    - Regional Maintenance Centers

2. Acoustic Intelligence (ACINT) Specialist (708B) E6-E9. The ACINT Specialist program is a CNO priority program which is closed loop and voluntary, members are highly screened and hand-selected undergo a rigorous 18-32 month qualification process that has a historic attrition rate of over 50%. Upon successful completion of qualification, members are designated qualified for independent duty as an ACINT Specialist and awarded NEC 708B.

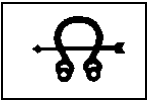
- a. ACINT Specialists serve as the primary ASW advisor to Commanding Officers of Surface Ships, Submarines, Strike Group ASW Commanders and CTF Flag staff and are responsible for providing operational tactical ACINT support. Through extensive training, experience, and knowledge of worldwide naval platform acoustics, tactics, and operational capabilities; ACINT Specialists are required to make sound tactical recommendations to Commanding Officers and supported Commanders during operations vital to National Security throughout every AOR the Navy operates.



## STG CAREER PATH (SW)



- b. The nature by which the ACINT Specialist Program recruits candidates at the E-6 or junior E-7 level often precludes them from serving as a LPO/LCPO at sea.
  - c. Evaluations for ACINT Specialists will likely focus on tactical leadership and mentorship from real-world operations. Due to the unique nature of this closed loop program, an ACINT Specialist may not be afforded the opportunity to follow a traditional Sailorization model expected of a CPO/SCPO/MCPO.
  - d. ACINT Specialists comprise a very small specialized community (less than 1% of the rating). Consequently, members may be detailed involuntarily because of the needs of the ACINT Specialist program. The result: Career paths may not fit standard Sea/Shore rotations.
  - e. The ACINT Specialist Community delineates top performing candidates by assigning worldwide rankings to the top two to three qualified ACINT Specialists in the STG1, STGC, and STGCS paygrades. These rankings will be communicated in a designation letter signed by the Commanding Officer of Farragut Technical Analysis Center (FTAC) and can also be noted in periodic evaluations. This designation letter SHALL be included in a Letter to the Board.
  - f. In addition to the worldwide ranking; the best ACINT Specialist candidates for promotion to STGCS should have documented tactical/operational performance in both periodic and concurrent evaluations.
  - g. In addition to the worldwide ranking; the best ACINT Specialist candidates for promotion to STGCM should have served as a qualified ACINT Specialist NEC 708B at one of the following UICs : 53273 FARRAGUT TAC DET JAPAN (COMDESRON 15/CTF71), 3479B COMMANDER TASK FORCE 65 (COMDESRON 60/CTF65), or 53221 UNSEAWARDEVCCEN DET SAN DIEGO (UWDC SAN DIEGO). Completed the Senior Enlisted Academy and have documented sustained superior performance as an Acoustic Intelligence Specialist.
3. Integrated Undersea Surveillance System (IUSS). IUSS is a community that comprises both a shore and a sea component. IUSS mission is to support antisubmarine warfare commands and tactical forces by detecting, classifying, and providing timely reporting of information on submarines and contacts of interest.
- a. Shore duty. Sites consist of Commander Undersea Surveillance (CUS), which is the ISIC for all of IUSS. They are responsible for the development of training, doctrine and certification of both the shore and sea components. The subordinate sites are CUS Operational Center (CUS OPCONCEN), Theater Undersea Surveillance Center Atlantic/Pacific (TUSC LANT/TUSC PAC), and IUSS Shore Special Programs. IUSS Shore Special Programs are a highly desired and favorable shore tour. All These sites are manned 24/7, providing acoustic cueing to operating and supporting forces and continuous maritime surveillance for homeland security.
    1. TUSWC LANT/ TUSWC PAC/ CUS OPCONCEN
      - Tactical Watch Officer (TACWO) – Required for all STGCS. Equivalent to a Warfare Coordinator or CICWO for watch team management.
      - Tactical Coordinator (TC) – Required for all STGC. Equivalent to ASWC.
      - Watch Supervisor (WS) – Required for all STG1. Equivalent to SONAR SUP.
  - b. Sea duty. The sea component is located at TUSC PAC and is made up of several detachments that deploy on SURTASS vessels throughout the world. Provides acoustic cueing to theater ASW Commanders. The qualifications that are required on CRUDES ships are not available on SURTASS.
    1. SURTASS
      - Assistant Mission Commander (ASMC) - Required for all STGC and STGCS.
      - Tactical Coordinator (TC) – Required for all STG1. Equivalent to a SONAR SUP.



## STG CAREER PATH (SW)



Key point:

Due to the mission of IUSS and based on NEC requirements, Sailors are required to re-tour in the IUSS community in order to obtain NEC 715B. Due to these factors, staying in the IUSS community for **TWO** consecutive tours should not be considered a negative factor or detractor. However, staying in the IUSS community for **THREE** or more consecutive tours should be considered negative and does not contribute nor enhance STG knowledge and rating health across the fleet.

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

### Considerations for promotion from E6 to E7

**\*\*Should have demonstrated and documented sustained superior performance AT SEA on an OPERATIONAL platform while filling the role as a SONAR SUPERVISOR or TACTICAL COORDINATOR (SURTASS), or qualified as an Acoustic Intelligence Specialist (NEC 708B)\*\***

#### Sea Assignments (all)

- Manning structure aboard a ship limits opportunity to serve in LPO positions
- Qualified: SONAR SUPERVISOR
- Advanced Qualifications: ASWC
- Achieve all Warfare qualifications available at command
- Training Team member (Primary CSTT Technical and Tactical)
- SURTASS (Qualified: Tactical Coordinator) (Earn IUSS qualification)

#### Shore Assignments (all)

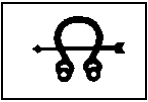
- STG "A" or "C" School Instructor/Course Supervisor/SCSTC (MTS within 12 months of PRD);
  - **Fully qualified** is defined as a qualified instructor for their primary assigned course of instruction (i.e. "A" school, Intermediate Courses, Advanced Courses, Tactics Courses)
  - **Best qualified** is defined as a qualified instructor in multiple courses of instruction progressing from Intermediate Courses to Advanced and Tactics courses.
  - \*Note some instructors may not have the ability to show progression due to assignment necessity and instructor expertise and should not be viewed as a detractor. This **SHALL** be documented in their periodic evaluation. Additionally, the evaluation **SHALL** include what courses they are qualified to teach.
- CUS/TUSWC: (Earn IUSS qualification) (Qualified: Watch Supervisor (TUSWC) (Advanced Qualification: Tactical Coordinator/Watch Officer)
- NMT Instructor (MTS within 12 months of PRD)
- ATG (ATS/MTS within 12 months of PRD)
- RDC (MTS within 12 months of PRD)
- Enlisted Recruiter

### Considerations for promotion from E7 to E8

**\*\*Should have demonstrated and documented sustained superior performance AT SEA on an OPERATIONAL platform while filling the role as a Surface Ship ASW Specialist (NEC V44B), an Acoustic Intelligence Specialist (NEC 708B)\*\***, IUSS Tactical Coordinator or SURTASS Assistant Surtass Mission Commander

#### Sea Assignments (all)

- Successful Divisional LCPO tour (LCPO/Surface ASW Specialist) at an **operational** command
- DESRON (U/W) Staff Tactical Watch Officer
- Achieve all Warfare qualifications available at command
- Qualified; (U/W) ASWC, ASMC (SURTASS)
- Advanced Qualifications: ASWE



## STG CAREER PATH (SW)



- Training Team Member/Lead: (Primary CSTT Technical and Tactical)

### Shore Assignments (all)

- Course Instructor/Supervisor at STG “A” or “C” School/ SCSTC. (MTS within 12 months of PRD)
  - **Fully qualified** is defined as a qualified instructor for their primary assigned course of instruction (i.e. “A” school, Intermediate Courses, Advanced Courses, Tactics Courses)
  - **Best qualified** is defined as a qualified instructor in multiple courses of instruction progressing from Intermediate Courses to Advanced and Tactics courses.
  - \*Note some instructors may not have the ability to show progression due to assignment necessity and instructor expertise and should not be viewed as a detractor. This **SHALL** be documented in their periodic evaluation. Additionally, the evaluation **SHALL** include what courses they are qualified to teach.
- CUS/TUSWC (LCPO (CUS), Tactical Coordinator (TUSWC) (Earn IUSS qualification) (Qualified: Tactical Coordinator) (Advanced Qualification: Watch Officer)
- NMT Instructor (MTS within 12 months of PRD)
- Waterfront Trainer and Assessor ATG (ATS/MTS within 6 months of PRD)
- UWDC (Qualified NUWTAC Mentor/Assessor) (Advanced Qualification: NUWTAC Team Lead)
- SMWDC (Team Lead)
- Qualified Assessor

### Consideration for promotion from E8 to E9

**\*\*Should have NEC V44B (Surface Ship ASW Specialist) or NEC 708B (Acoustic Intelligence Specialist)\*\***

**\*\*Should have demonstrated and documented sustained superior performance AT SEA on an OPERATIONAL platform while filling the role as a Surface Ship ASW Specialist (NEC V44B)/ DLCPO or as an Acoustic Intelligence Specialist (NEC 708B)\*\***

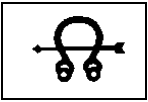
**\*\*Should have displayed significant contribution to the STG rating, NEC manning, and professional development. IE... Selection board participation (member/recorder), Advancement Examination Readiness Review (AERR), Training Requirement Review (TRR), Sonar PQS and ASW/SONAR tactical guidance development, Occupational Standards (OCCSTDS) Review etc...\*\***

### Sea Assignments (all)

- Successful DLCPO tour (DLCPO/Surface ASW Specialist) at an **operational** command
- Achieve all Warfare qualifications available at command
- Completed SEA or service equivalent academy
- Qualified (U/W) ASWC, ASWE
- Training Team Lead: (CSTT Technical/Tactical)
- SURTASS (Qualified: ASMC)
- DESRON (U/W) Staff Tactical Action Officer

### Shore Assignments (all)

- Lead Instructor/ Maintenance Lead at STG “A” or “C” School/SCSTC. (MTS within 12 months of PRD, MTS Program Coordinator) (Department LCPO, Tactics Division LCPO, Assistant Director of Training – ADOT)
  - **Fully qualified** is defined as a qualified instructor for their division’s primary assigned courses of instruction (i.e. Master Acoustic Analysis and Surface Ship ASW Specialist in the Tactics Division)
  - **Best qualified** is defined as a qualified instructor for their division’s primary assigned courses of instruction (i.e. Master Acoustics Analysis and Surface Ship ASW Specialist in the Tactics Division) **AND** assigned as Tactics Course Supervisor, Tactics Course Manager, or ASW Department LCPO.



## STG CAREER PATH (SW)



- \*Note some instructors may not have the ability to show progression due to assignment necessity and instructor expertise and should not be viewed as a detractor. This **SHALL** be documented in their periodic evaluation. Additionally, the evaluation **SHALL** include what courses they are qualified to teach.
- SURFOR/PAC/LANT: Force STG
- Waterfront Trainer and Assessor ATG (Team Lead, ATS/MTS within 12 months of PRD, ATS Program Coordinator)
- CUS/TUSWC (DLCPO) (CUS) Tactical Coordinator (TUSWC) (Earn IUSS qualification) (Qualified: Watch Officer)
- UWDC (Qualified NUWTAC Team Lead, DLCPO)
- SMWDC ASW Operations Manager
- BUPERS (ECM/ TECHAD)
- NPC (Lead Detailer)
- RDC (MTS within 6 months of PRD)
- Qualified Assessor