



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 th Shore Tour Billet: FORCE STG, DETAILER, ASW OPS MGR, 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	48	4 th 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 rd 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 rd 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 nd 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



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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
9-12	STG1 STG2	7.5 Yrs. 3.1	ACINT, LDO, OCS, MECP	60	2 nd 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 st 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	50	1 st 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. 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.
2. 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.
3. 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.
4. 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 in order to navigate through the paygrades to become a STGCM.
 - a. Attaining a qualification at the end of a tour and doing nothing with the qualification can be seen as a negative. Example: Qualifying as ASW Coordinator (ASWC) three months prior to transfer. What was done with the qualification? What impact did the candidate have? Become **FULLY/BEST QUALIFIED** at the beginning of the tour and lead by example. Command and rate impact is a key element when attaining qualifications.



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- b. The **BEST QUALIFIED** candidates will have documented **AT SEA** real world SONAR operational experience along with sustained superior performance **AT SEA**.
- c. Collateral Duties. The right collateral duty will keep a Sailor competitive at their command with regards to ranking, however their evaluations need to reflect more of their primary duty accomplishments. The evaluation needs to reflect roughly 90% of their primary duty (STG) and 10% of collateral duties. Real world operational experience, inspection scores, warfare exercise performance, in-rate advancements, operational readiness of systems, etc. should be the driving narrative of the evaluation.
- d. 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.
- e. 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. These positions show a level of ownership and devotion to the STG rating.

Primary 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 SSASs train and certify the sea component commands while assigned to SCSTC, ATG, and UWDC.

1) Sea Duty:

- a. 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/departmental Sailors.
- 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). DESRON SSAS are responsible for training and mentoring all CRUDES SSAS within their squadrons.

2) Shore Duty:

After a successful tour as an afloat SSAS, their skillset as a SSAS is 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). Although ATG and UWDC are shore duty commands, the STGs/SSAS stationed there have an extensive underway and travel schedule.

a. SHORE DUTY Type I/III

- Afloat Training Groups
- UWDC
- Instructor Duty; SCSTC, RTC, RDC, OTC, USNA
- Recruiting
- Regional Maintenance Centers



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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, hand-selected, and 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 as qualified for independent duty as an ACINT Specialist and awarded NEC 708B.

- 1) 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.
- 2) 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.
- 3) 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.
- 4) ACINT Specialists comprise a very small specialized community (less than 1% of the rating). Consequently, members may be detailed involuntarily due to the needs of the ACINT Specialist program. The result: Career paths may not fit standard sea/shore rotations.
- 5) 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.
- 6) In addition to the worldwide ranking, the best ACINT Specialist candidates:
 - a. For promotion to STGCS should have documented tactical/operational performance in both periodic and concurrent evaluations.
 - b. For promotion to STGCM should have completed the Senior Enlisted Academy, have documented sustained superior performance as an Acoustic Intelligence Specialist, and served as a qualified ACINT Specialist NEC 708B at one of the following UICs:
 - 53273 FARRAGUT TAC DET JAPAN (COMDESRON 15/CTF71)
 - 53221 UNSEAWARDEVCCEN DET SAN DIEGO (UWDC SAN DIEGO)

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.

- 1) 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. These sites are manned 24/7, providing acoustic cueing to operating and supporting forces as well as continuous maritime surveillance for homeland security.



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- a. TUSWC LANT/ TUSWC PAC/ CUS OPCONCEN
 - Tactical Watch Officer (TACWO) – Required for all STGCS. Equivalent to a CICWO for watch team management
 - Tactical Coordinator (TC) – Required for all STGC. Equivalent to ASWC
 - Watch Supervisor (WS) – Required for all STG1
- 2) Sea Duty. The sea component is located at TUSC PAC and consists of several detachments that deploy on SURTASS vessels throughout the world providing acoustic cueing to theater ASW Commanders. The qualifications that are required on CRUDES ships are not available on SURTASS.
 - a. SURTASS
 - Assistant Mission Commander (ASMC) - Required for all STGC and STGCS
 - Tactical Coordinator (TC) – Required for all STG1. Equivalent to a SONAR SUP

Key point:

Due to the mission of IUSS and NEC requirements, Sailors are required to re-tour in the IUSS community in order to obtain NEC 715B. As a result of these factors, staying in the IUSS community for **TWO** consecutive tours should not be considered negative or a detractor. Due to these factors, staying in the IUSS community for **THREE** or more consecutive tours **WITHOUT** the V712B NEC 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, regardless of billet assigned.

Considerations for promotion from E6 to E7:

FULLY QUALIFIED

- Earned all available warfare qualifications or breast insignias
- Qualified as Sonar Supervisor or Watch Supervisor at CUS/TUSWC or Tactical Coordinator on SURTASS
- Served as WCS for greater than 12 months if applicable
- Combat Systems Training Team member if applicable
- Qualified ATS/MTS with impact if applicable
- Completed Leadership Development Course
- Qualified OOD I/P from afloat command

BEST QUALIFIED

- Best Qualified candidates will have documented **AT SEA** real world SONAR operational experience with sustained superior performance **AT SEA**
- Served as LPO at sea for greater than 12 months at an **operational** command
- Holds 708B NEC for Acoustic Intelligence Specialist
- Qualified ASWC with impact
- Qualified Tactical Coordinator at CUS/TUSWC
- FCPOA Mess Leadership
- Sailor 360 Leadership
- Command Collateral with impact



STG CAREER PATH (SW)



Sea Assignments (all)

- CRUDES
- DESRON
- CVN
- SURTASS

Shore Assignments (all)

- CUS/TUSWC
- NMT Instructor
- ATG
- RDC
- Enlisted Recruiter

ADVANCED QUALIFICATIONS

- ATTWO
- ASWC
- Acoustic Intelligence Specialist NEC 708B
- Tactical Coordinator at CUS/TUSWC
- Watchbill Coordinator
- Graduate of Master Acoustic Analysis (MAA) Course (CIN): A-130-0572

Considerations for promotion from E7 to E8:

FULLY QUALIFIED

- Earned all available warfare qualifications or breast insignias
- Holds V44B NEC for Surface Ship ASW Specialist or 708B for Acoustic Intelligent Specialist or V59B NEC for SURTASS Mission Commander
- ASWC on CRUDES/DESRON staff
- Assistant Mission Commander (ASMC) on SURTASS
- Tactical Coordinator at CUS/TUSWC
- Served as CA Division LCPO at sea for greater than 12 months at an **operational** command
- Qualified ATTWO I/P from afloat command
- Combat Systems Training Team member if applicable
- Qualified ATS/MTS with impact if applicable
- Completed Leadership Development Course
- ASWE

BEST QUALIFIED

- Best Qualified candidates will have documented **AT SEA** real world SONAR operational experience along with sustained superior performance **AT SEA**
- Served as a DLCPO at sea for greater than 12 months at an **operational** command
- Qualified Tactical Watch Officer at IUSS or qualified Staff Tactical Action Officer at DESRON
- Section Leader from afloat command
- CPOA Mess Leadership
- Sailor 360 Leadership
- Command Collateral with impact
- CPO Initiation Committee Lead
- Completed SEA or service equivalent academy



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Sea Assignments (all)

- CRUDES
- DESRON
- CVN
- SURTASS

Shore Assignments (all)

- SCSTC
- CUS/TUSWC
- NMT Instructor
- ATG
- UWDC
- SMWDC

ADVANCED QUALIFICATIONS

- ASWE
- NUWTAC Team Lead
- Acoustic Intelligence Specialist NEC 708B
- Staff Tactical Action Officer (STAO)
- Section Leader from afloat command

Consideration for promotion from E8 to E9:

FULLY QUALIFIED

- Earned all available warfare qualifications or breast insignias
- Holds V44B NEC for Surface Ship ASW Specialist or 708B for Acoustic Intelligent Specialist or V59B NEC SURTASS Mission Commander
- Qualified Assistant Mission Commander on SURTASS or qualified as ASWC on CRUDES or qualified STAO on DESRON staff or qualified Tactical Watch Officer at CUS/TUSWC
- Served as DLCPO at sea for greater than 12 months at an **operational** command
- Section Leader from afloat command
- Combat Systems Training Team Lead if applicable
- Qualified ATS/MTS with impact if applicable
- NUWTAC Team Lead if applicable
- Completed SEA or service equivalent academy

BEST QUALIFIED

- Best Qualified candidates will have documented **AT SEA** real world SONAR operational experience along with sustained superior performance **AT SEA**
- 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
- CPOA Mess Leadership
- Sailor 360 Leadership
- Major Command Collateral with impact
- CPO Initiation Committee Lead



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Sea Assignments (all)

- CRUDES
- DESRON
- CVN
- SURTASS

Shore Assignments (all)

- SCSTC
- SURFOR/PAC/LANT: Force STG
- ATG
- CUS/TUSWC
- UWDC
- BUPERS
- NPC
- RDC

ADVANCED QUALIFICATIONS

- CRUDES Tactical Action Officer
- Acoustic Intelligence Specialist NEC 708B
- IUSS Master Analyst NEC 712B
- CDO at an afloat command
- Senior Enlisted Watchbill Coordinator