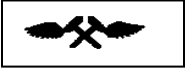




**AM CAREER PATH
(AW)**



| Aviation Structural Mechanic - Hydraulics (AM). AMs maintains all aircraft main and auxiliary hydraulic power systems, actuating subsystems, and landing gear. Responsible for maintenance on the aircraft fuselage (mainframe) wings airfoils, associated fixed and moveable surfaces and flight controls. | | | | | |
|---|---------------------------------------|--------------------------------|---|-----------------------|--|
| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
| 26-30 | AFCM | 22.3 Yrs | CSEL | 36/36 | Follow on Shore/Sea Tours |
| 23-26 | AFCM AMCS | 22.3 Yrs 18.8 | CSEL, CMD SCPO, CWO Spec. Recon Team (SRT), Blue Angels | 36 | 4 th Sea Tour Billet: Prod/Maint LCPO/CSEL/ Dept LCPO Duty: Squadron/AIMD/Staff Qualification: SEA |
| 20-23 | AFCM AMCS AMC | 22.3 Yrs 18.8 14.7 | CWO, CSEL, Brig Duty, ECM, Rating Detailer/Rating Specialist | 36 | 3 rd Shore Tour Billet: MMCP/MSCPO/Staff LCPO/Production LCPO/SEA/SEL/CSEL Duty: TYCOM/AIMD/NAR Qualification: SEA / GGR |
| 16-20 | AMCS AMC AM1 | 18.8 Yrs 14.7 9.2 | MECP, OCS, LDO, CWO, CSEL, RDC, Equal Opportunity Advisor, Drug and Alcohol Counselor, Brig Duty, Instructor Duty Spec. Recon Team (SRT), Blue Angels | 42 | 3 rd Sea Tour Billet: Maint LCPO/Dept LCPO/QA/CSEL Duty: Squadron/AIMD Afloat Qualification: SFF |
| 13-16 | AMCS AMC AM1 | 18.8 Yrs 14.7 9.2 | | 36 | 2 nd Shore Tour Billet: Instructor/Recruit Division CDR/PERS/BUPERS/Staff/ Div/Prod/Maint CPO/SEA/SEL Duty: Fleet Replacement Squadron/AIMD/NAR/WING Inspector/Advisor Qualification: LCPO/SFF/GGR |
| 9-13 | AMC AM1 AM2 | 14.7 Yrs 9.2 4.0 | | 48 | 2 nd Sea Tour Billet: Maint Tech/WC Sup/QA/LPO/DIV LCPO Duty: Squadron/AIMD Afloat Qualification: SFF/EAWS/LPO |
| 6-9 | AM1 AM2 AM3 | 9.2 Yrs 4.0 2.0 | | 36 | 1 st Shore Tour Billet: Maint Tech/NDI Tech/WC Sup/Instructor/QA Duty: NAS/AIMD/NAR |
| 1-6 | AM2 AM3 | 4.0 Yrs 2.0 | | 60 | 1 st Sea Tour Billet: Maint Tech/Plane Captain/ CDI/Maint Turn Qual Duty: Squadron/AIMD Qualification: EAWS |
| 1+/- | AMAN AMAA Accession Training | 9 Months | | | Recruit Training (8 weeks)/'A' School (9 weeks)/'C' School for aircraft platform or AIMD billet |



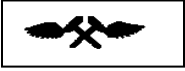
AM CAREER PATH (AW)



Notes:

1. A” School is not required.
2. This is a compression rating – AM/AD ratings compress to AF rating at Master Chief.
3. List of common acronyms applicable to this career path:

| | |
|-----------|--|
| AIMD | Aircraft Intermediate Maintenance Dept |
| AM | Aviation Structural Mechanic – Hydraulics |
| AMI | Aviation Maintenance Inspection |
| AMMT | Aviation Maintenance Management Team |
| APT | Aviation Program Team |
| APU | Auxiliary Power Unit |
| AV/WEP | Avionics / Weapons |
| BUPERS | Bureau of Naval Personnel |
| CAL Tech | Calibration Technician |
| CDI | Collateral Duty Inspector |
| CDQAR | Collateral Duty Quality Assurance Rep |
| CMEO | Command Managed Equal Opportunity |
| CNAF | Commander Naval Air Forces |
| CNAL | Commander, Naval Air Forces Atlantic |
| CNAP | Commander, Naval Air Forces Pacific |
| CNATT | Center for Naval Aviation Technical Training |
| COMFRC | Commander Fleet Readiness Center |
| CORR CTRL | Corrosion Control |
| CPOA | Chief Petty Officer’s Association |
| CSEL | Command Senior Enlisted Leader |
| CWO | Chief Warrant Officer |
| DCTT | Damage Control Training Team |
| DET | Detachment |
| DEVGRU | Development Group |
| EAWS | Enlisted Air Warfare Specialist |
| ECM | Enlisted Community Manager |
| FCPOA | First Class Petty Officer’s Association |
| FRC | Fleet Readiness Center |
| FRS | Fleet Readiness Squadron |
| GFRC | Ground and Flight Risk Clause |
| GGR | Government Ground Representative |
| I-Level | Intermediate Level |
| IMA | Intermediate Maintenance Activity |
| LCPO | Leading Chief Petty Officer |
| LDO | Limited Duty Officer |
| LPO | Leading Petty Officer |
| MCI | Material Condition Inspection |



AM CAREER PATH (AW)

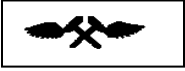


| | |
|----------|--|
| MECP | Medical Enlisted Commissioning Program |
| MPA | Maintenance Program Assist |
| MTS | Master Training Specialist |
| NAS | Naval Air Station |
| NATEC | Naval Air Technical Data and Engineering Service Command |
| NATTC | Naval Air Technical Training Center |
| NPC | Navy Personnel Command |
| NROTC | Navy Reserve Officer Training Corps |
| OCS | Officer Candidate School |
| O-Level | Organizational Level |
| OOD | Officer of the Deck |
| PERS | Personnel |
| PMA | Program Management Activity |
| PO | Petty Officer |
| QA | Quality Assurance |
| QAR | Quality Assurance Representative |
| QAS | Quality Assurance Supervisor |
| RDC | Recruit Division Commander |
| SEA | Senior Enlisted Academy |
| SEAOPDET | Sea Operational Detachment |
| SFF | Safe For Flight |
| SRT | Special Reconnaissance Team |
| STA-21 | Seaman To Admiral |
| VX | Air Test and Evaluation Squadron |

Considerations for advancement from E6 to E7

1. Sea Assignments

- Notes regarding Special Reconnaissance Teams (SRT/NSWDG):
 - Enlisted members operate in small detachments maintaining and flying Unmanned Aircraft Systems (UAS). Requires special screening and extensive training
 - “Ranked” evaluations or documentation utilizing the following qualifications is indicative of excellence and ability to lead, and qualify in other platforms of aircraft
 - Basic qualifications
 - Combat Support
 - UAS Operator
 - UAS Maintenance
 - Expeditionary Warfare Specialist
 - Advanced qualifications
 - Mission Commander (Pinnacle UAS qualification)
 - SFF
 - Instructor
 - Information Warfare Specialist
- Documentation of utilizing in-rate basic and advanced qualifications
 - Collateral Duty Inspector basic qualification (CDI)
 - Quality Assurance Representative advanced qualification (QAR)
- Utilizing/documentation of usage of advanced qualifications
 - APU / High-Power / Low-Power Turn Qualification / Yellow/Green/Black Belt certifications
 - Documentation of usage/impact of basic and advanced qualifications is essential



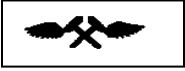
AM CAREER PATH (AW)



- Out-of-rate qualifications (multi-workcenter/full systems CDI/CDQAR/QAR, etc.) are indicative of character and ability to lead and communicate at the department level
- At least one warfare pin (AW primary)
- At least one command collateral duty (Primary or Alternate)
- Should have served as LPO or Assistant LPO of production OR staff division
 - Production Control
 - Quality Assurance
 - Maintenance Control
 - Production Division/Work Center
- Safe-For-Flight (SFF) Qualification
 - SFF qualification is not required for advancement to E-7 but is an advanced qualification for a E-6. E-6's holding the SFF qualification WITH documentation of experience utilizing the qualification at sea OR shore should be given high consideration for advancement
- If billeted to a ship, attainment of minimum shipboard quals is prudent. At a minimum, the following qualifications should be achieved and kept current: 3M (301-306), DC(301-313)
- Watch qualifications onboard: Petty Officer of the Watch, Junior Officer of the Deck (JOOD)
- Collateral duties / Mess Involvement
 - FCPOA position (president/secretary/treasurer/etc.)
 - Sailor 360 involvement
 - Documentation of performance and impact from command involvement/command collateral duty performance

2. Shore Assignments

- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively at the department OR command level
 - RDC / Instructor / Recruiter / PERS / BUPERS
 - Attainment of Master Training Specialist (MTS) qualification if eligible
- Notes regarding Naval Special Warfare UAS (SRT/ATC)
 - NSW UAS Instructors work in UIC's that are designed to retain select, experienced NSW UAS personnel to train incoming UAS operators in special warfare and UAS maintenance/flight operations. Designation as a NSW UAS Instructor is indicative of excellence and ability to lead at the department/command level
- Attainment and utilization of advanced qualifications at the journeyman level
- Safe-For-Flight (SFF) Qualification
 - SFF qualification is not required for advancement to E-7 but is an advanced qualification for a E-6. E-6's holding the SFF qualification WITH documentation of experience utilizing the qualification should be given high consideration for advancement
- Utilizing/documentation of usage of advanced qualifications
 - APU / High-Power / Low-Power Turn Qualification
 - Documentation of usage/impact of basic and advanced qualifications is essential
 - Out-of-rate qualifications (multi-workcenter/full systems CDI/CDQAR/QAR, etc.) are indicative of character and ability to lead and communicate at the department level
 - Aviation Program Team (APT)
 - APT provides oversight of contract requirements in support of the GFR, GGFR, and COR in areas to include maintenance management, safety, QA, and property control
 - GGR's are responsible for surveillance and oversight of contractor aircraft ground operations as part of an Aviation Program Team. Designation as a GGR is considered an advanced qualification for E-6's and may only be granted to top-performing E-6's in a program team
- Collateral duties / Mess Involvement
 - FCPOA position (president/secretary/treasurer/etc.)
 - Sailor 360 involvement
 - Documentation of performance and impact from command involvement/command collateral duty performance



AM CAREER PATH (AW)



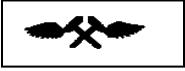
Considerations for advancement from E7 to E8

1. Sea Assignments

- Notes regarding Special Reconnaissance Teams (SRT/NSWDG):
 - Enlisted members operate in small detachments maintaining and flying Unmanned Aircraft Systems (UAS). Requires special screening and extensive training
 - “Ranked” evaluations or documentation utilizing the following qualifications is indicative of excellence and ability to lead, and qualify in other platforms of aircraft
 - Basic qualifications
 - Combat Support
 - UAS Operator
 - UAS Maintenance
 - Expeditionary Warfare Specialist
 - Advanced qualifications
 - Mission Commander (Pinnacle UAS qualification)
 - SFF
 - Instructor
 - Information Warfare Specialist
- At least one warfare pin (AW primary)
- Staff Duty
 - Wing Advisor / CNAF Inspection Team
 - Successful tour is indicated by documented superior performance since teams are comprised of subject matter experts
- Safe for Flight (SFF) Qualification if stationed at the O-Level (Squadron)
 - SFF Qualified on at least one aircraft platform if stationed at VX Squadron
- At least 12 months in a command role / billet
 - Maintenance / Production Control (Desk Chief)
 - Division LCPO
 - Detachment LCPO
 - Documentation of superior performance in a primary duty
 - Evidenced by inspection results such as AMI/MPA/MCI/etc. where aviation-type inspections are performed
- Strong consideration for designation and documentation as a Detachment (DET) LCPO
 - Rescue DETs and DETs for new delivery aircraft do NOT qualify as Detachment LCPO
- If assigned to a sea-going vessel, attainment of minimum shipboard quals is prudent. At a minimum, the following qualifications should be achieved and kept current: 3M (304) and DCCT
- Watch qualifications onboard: Enlisted Section Leader, Officer of the Deck (OOD)
- Major command collateral duty with documented impact
- Collateral duties / Mess Involvement
 - CPOA involvement and collateral duties should be subordinate to primary duties
 - Sailor 360 involvement, leading, mentoring Sailors with results
 - Documentation of performance and impact from command involvement/command collateral duty performance

2. Shore Assignments

- Notes regarding Naval Special Warfare UAS (SRT/ATC)
 - NSW UAS Instructors work in UIC’s that are designed to retain select, experienced NSW UAS personnel to train incoming UAS operators in special warfare and UAS maintenance/flight operations. Designation as a NSW UAS Instructor is indicative of excellence and ability to lead at the department/command level
- At least one warfare pin (AW primary)
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively in and out of community
 - RDC / Instructor / Recruiter / PERS / BUPERS
 - Attainment of Master Training Specialist (MTS) qualification if eligible
- Staff Duty



AM CAREER PATH (AW)

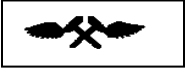


- Wing Advisor / CNAF Inspection Team / Gropund Government Representative
- Successful tour is indicated by documented superior performance since teams are comprised of subject matter experts
- Aviation Program Team (APT)
 - APT provides oversight of contract requirements in support of the GFR, GGFR, and COR in areas to include maintenance management, safety, QA, and property control
- At least 12 months in a command role / billet
 - Maintenance / Production Control (Desk Chief)
 - Division LCPO
 - Detachment LCPO
 - Documentation of superior performance in a primary duty
 - Evidenced by inspection results such as AMI/MPA/MCI/etc. where aviation-type inspections are performed
- Collateral duties / Mess Involvement
 - CPOA involvement and collateral duties should be subordinate to primary duties
 - Sailor 360 involvement, leading, mentoring Sailors with results
 - Documentation of performance and impact from command involvement/command collateral duty performance

Considerations for advancement from E8 to E9

1. Sea Assignments

- Notes regarding Special Reconnaissance Teams (SRT/NSWDG):
 - Enlisted members operate in small detachments maintaining and flying Unmanned Aircraft Systems (UAS). Requires special screening and extensive training
 - “Ranked” evaluations or documentation utilizing the following qualifications is indicative of excellence and ability to lead, and qualify in other platforms of aircraft
 - Basic qualifications
 - Combat Support
 - UAS Operator
 - UAS Maintenance
 - Expeditionary Warfare Specialist
 - Advanced qualifications
 - Mission Commander (Pinnacle UAS qualification)
 - SFF
 - Instructor
 - Information Warfare Specialist
- The 724B NEC (Maintenance and Material Control Master Chief) is **NOT** required for advancement to E9.
- 770B NEC Maintenance Supervisor is not required for advancement but indicates MBR’s ability to advance in responsibility
 - Schooling required
- SEA (required)
- Successfully lead a Sea-going detachment
 - Rescue DETs and DETs for new delivery aircraft do not qualify as Detachment LCPO
- At least 12 months in a command role / billet
 - Maintenance / Production Control Supervisor
 - Division LCPO at I-Level
 - Quality Assurance Supervisor
 - Completion of an inspection cycle (AMI / MCI / MPA, etc.)
 - SRT LCPO
- At least one warfare pin
- Senior Enlisted Leader during absence of incumbent
 - Not required for advancement however a positive indicator of responsibility, character, integrity, and ability to lead at the command level



AM CAREER PATH (AW)



- If assigned to and sea-going vessel, attainment of minimum shipboard quals is prudent. At a minimum, the following qualifications should be achieved and kept current: 3M (304) and DCCT
- Watch qualifications onboard: Enlisted Section Leader, Officer of the Deck (OOD)
- Command Collateral with documented impact
- Collateral duties / CPOA Involvement
 - CPOA involvement and collateral duties should be subordinate to primary duties
 - Committee lead or alternate / selectee sponsor
 - Sailor 360 involvement, leading, mentoring Sailors with results
 - Documentation of performance and impact from command involvement/command collateral duty performance

2. Shore Assignments

- The 724B NEC (Maintenance and Material Control Master Chief) is **NOT** required for advancement to E9
- 770B NEC Maintenance Supervisor is not required for advancement but indicates MBR's ability to advance in responsibility
- SEA (required)
- At least 12 months in a command role / billet
 - Maintenance / Production Control Supervisor
 - Division LCPO at I-Level
 - Quality Assurance Supervisor
 - Maintenance Control Supervisor
 - Completion of an inspection cycle (AMI / MCI / MPA, etc.)
 - Documentation of impact of performance
- Staff Duty
 - Wing Advisor / CNAF Inspection Team / Ground Government Representative
 - Successful tour is indicated by documented superior performance since teams are comprised of subject matter experts
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively in and out of community
 - RDC / Instructor / Recruiter / PERS / BUPERS
 - Attainment of Master Training Specialist (MTS) qualification if eligible
- Senior Enlisted Leader during absence of incumbent
 - Not required for advancement however a positive indicator of responsibility, character, integrity, and ability to lead at the command level
- At least one warfare pin
- Command Collateral Duty with documented impact
- CPOA involvement
- Sailor 360 / Initiation involvement (committee lead or alternate / selectee sponsor)