



**AWO CAREER PATH
(NAVAL AIRCREWMAN OPERATOR)**



Naval Aircrewman Operators (AWO). AWOs belong to a diverse and highly specialized community serving in multiple aviation platforms. AWOs operate various airborne electronic systems in support of Anti-Submarine Warfare (ASW), Anti-Surface Warfare (ASUW), Search and Rescue (SAR), Combat Search and Rescue (CSAR), Electronic Support (ES), Intelligence, Surveillance, and Reconnaissance (ISR), humanitarian aid, and logistics missions onboard P-3, EP-3 and P-8 aircraft, and within Tactical Operations Control Squadrons (TOCRON). Members also serve as Unmanned Aircraft Systems (UAS) pilots and Mission Payload Operators (MPO) for the MQ-4C and various other unmanned platforms.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	AWOCM	23.6 Yrs	CMC, CSEL	36	4 th Shore Tour Detailer, NAVAIR, NAWCTSD, FRS, MPRWS, CPRG/P, CPRW-10/11, CTF
24-27	AWOCM AWOCS	23.6 Yrs 20.9	CMC, CSC, CSEL	36	4 th Sea Tour Duty: VP, VQ, VPU, MTOC, SRT, VUP, FSU, NOPF, ONI Qualification: ACTC LVL 500, ACTC/TMTC LVL 400, WO, BWC, CRMF, CRMI Collateral: DLCPO, DET LCPO, SEL
21-24	AWOCM AWOCS AWOC	23.6 Yrs 20.9 16.4	CWO, CSEL, ECM, CMC, CSC, Detailer, Placement Coordinator, Rating Specialist, Instructor Duty, RDC	36	3 rd Shore Tour Duty: TYCOM, "A" School, CNATTU, TOC, ASTC, VX, VUP, NAWCTSD, NAVAIR, ONI, NOPF, SRT, FRS, PERS, MPRWS, WTU Qualification: ACTC LVL 500, ACTC/TMTC LVL 400, NATOPS Evaluator/Instructor, FIUTI, MTS, WO, BWC, IUSS, CRMF, CRMI Collateral: ECM, Detailer, Rating Specialist, CPRG/P, TRNG/OPS/NATOPS LCPO, MPRWS FLEET TRAINING LCPO, CPRW, WTU/TTT LCPO
17-21	AWOCS AWOC AWO1	20.9 Yrs 16.4 9.6	CWO, OCS, MECP, CSEL, CSC, Special Projects, PEP, LCAC, SRT	42	3 rd Sea Tour Duty: VP, VQ, VPU, BSDC, MTOC, SRT, UAS, ONI, QRC, FSU, SEA OP DET, CV TSC, PRDO Qualification: ACTC LVL 500, ACTC/TMTC LVL 400, TMTC LVL 300, NATOPS Instructor, WO, BWC, CRMF, CRMI Collateral: TRNG/OPS/NATOPS LCPO, Tactics Division LPO/LCPO, DLCPO, DET LCPO



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14-17	AWOCS AWOC AWO1	20.9 Yrs 16.4 9.6	CWO, CSEL, ECM, CSC, Placement Coordinator, Rating Specialist, Instructor Duty, RDC	36	2 nd Shore Tour Duty: NAVAIR, FRS, SRT, ASTC, UAS, VUP, MPRWS, WTU, TYCOM, "A" school, CNATTU, TOC, VX, NAWCTSD, ONI, NOPF Qualification: ACTC LVL 500, ACTC LVL/TMTC LVL 400, NATOPS Evaluator/Instructor, FIUTI, MTS, WO, BWC, IUSS, CRMF, CRMI Collateral: Instructor, LPO, DLCPO, Division LCPO, SEL
10-14	AWOC AWO1 AWO2	16.4 Yrs 9.6 3.9	CWO, STA-21, OCS, MECP, Special Projects, PEP, SRT, LCAC, NSWG	42	2 nd Sea Tour Duty: VP, VQ, BSDC, FSU, QRC, MTOC, SRT, ONI, LCAC, SEA OP DET, VPU, CV TSC, PRDO Qualification: ACTC LVL 500, ACTC/TMTC LVL 400, TMTC LVL 300, NATOPS Instructor, FIUTI, WO, BWC, CRMF, CRMI Collateral: Department/ Division/Branch LPO, CPO, LCPO
7-10	AWOC AWO1 AWO2 AWO3	16.4 Yrs 9.6 Yrs 3.9 1.7	STA-21, OCS, MECP, Instructor Duty, RDC, Recruiter	36	1 st Shore Tour Duty: FRS, NACCS, "A" School, VUP, TOC, MPRWS, WTU, CNATTU, ASTC, VX, ONI, NOPF Qualification: MTS, NATOPS Evaluator/Instructor, FIUTI, ACTC LVL 500, ACTC/TMTC LVL 400, CRMF, CRMI, JOOD, Watch Sup Collateral: Instructor, Department/ Division/Branch LPO/CPO
2-7	AWO1 AWO2 AWO3	9.6 Yrs 3.9 Yrs 1.7	STA-21, OCS, MECP, Naval Academy	54	1 st Sea Tour Duty: VP, VQ Qualification: ACTC LVL 400, NAWs, ACTC LVL 300, EAWS, NATOPS Instructor, CRMF, CRMI Collateral: Aircrewman, NATOPS PO, Training PO, Tactics PO, Schedules PO, Logs and Records PO



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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
1-2+/-	AWOAN AWOAA Accession Training	24 Months			Recruit Training, NACCS, NATTC, FRS, SERE and all initial accession pipeline schools or training events required to be completed prior to reporting to operational command

Notes:

1. "A" School is required.
2. Member must volunteer for duty involving flying.
3. Upon completion of initial training pipelines, AWOs are typically closed-loop detailed by NEC/platform to fill crew seat ratio (CSR) until there is no longer a need for that NEC. Due to Fleet manning priorities, AWO's are not typically provided the opportunity to pursue shore duty outside of their respective community such as RDC and Navy Recruiting.
4. In addition to operational duties, all AWOs are required to maintain minimum Naval Aircrew standards as well as maintain a SECRET or higher security clearance. AWOs follow the traditional career path for tactical operations and are not eligible for maintenance qualifications (i.e. SFF/CDI/CDQAR/QAS/Maintenance Supervisor, etc.)
5. ECM, Detailer, Rating Specialist, SDC, QRC and FSU billets are filled by personnel who are selectively recruited based on their rating skill set, experience and unquestionable character.
6. If the member is assigned to a position requiring NEC 805A and does not attain the MTS qualification, it should be considered a detractor.
7. AWOs must attend refresher training at the FRS if distributed to a billet not requiring regular flight duties exceeding 18 months from T/M/S. Introduction of new airframes required a few individuals to deviate from the normal sea/shore rotation and may exceed their normal PST/NST. These members were distributed based on airframe knowledge and experience required to establish formal classroom and flight training for transitioning commands.
8. TOCRON's primary mission is to provide full mission support to Maritime Patrol and Reconnaissance Forces (MPRF) and Carrier Operations (CV/TSC) with a mobile, expeditionary command, control, communications, and computers, intelligence, surveillance, and reconnaissance (C4I) suite, at a Main Operating Base (TOC) or Forward Operating Site (MTOC).
9. ACTC Level 500. Lack of this qualification should not be considered a detractor due to limited opportunity to attain the qualification.
10. Aircrew Training Continuum qualifications (ACTC LVL) **SHALL** be listed in block 29 (2019 and subsequent).
11. Acronyms specific to the AW rating include:

AAS	Advanced Airborne Sensor
ACTC	Aircrew Training Continuum
ADMAT	Administrative and Material Inspection
ASTC	Aviation Survival Training Command
BWC	Battle Watch Captain
BSDC	BUPERS Sea Duty Component
CNATTU	Center for Naval Aviation Technical Training Unit
CPRW	Commander Patrol Reconnaissance Wing



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CRMI	Crew Resource Management Instructor
CRMF	Crew Resource Management Facilitator
CTF	Commander Task Force
CPRG	Commander Patrol Reconnaissance Group
CV TSC	Carrier Tactical Support Center
DAU	Defense Acquisition University
EAWS	Enlisted Aviation Warfare Specialist
ECM	Enlisted Community Manager
ESMSUP	Electronic Support Measures Supervisor
ESOP	Electronic Support Operator
FRS	Fleet Replacement Squadron
FIUTI	Fleet Instructor under Training Instructor
FSU	Fleet Support Unit
IUSS	Integrated Undersea Surveillance System
LCAC	Landing Craft Air Cushion
LSRS	Littoral Surveillance Radar System
MTOC	Mobile Tactical Operations Center
MPO	Mission Payload Operator
MTS	Master Training Specialist
MPRWS	Maritime Patrol Reconnaissance Weapon School
NACCS	Naval Aircrew Candidate School
NAPP	Naval Aviation Production Process
NATOPS	Naval Aviation Training Operations Procedures and Standardization
NATTC	Naval Aviation Technical Training Center
NAWC	Naval Aviation Warfare Center
NAWS	Naval Aircrew Warfare Specialist
NOPF	Naval Oceanographic Processing Facility
NSWG	Naval Special Warfare Group
ONI	Office of Naval Intelligence
PAAP	Pre-Advanced Readiness Program
PEP	Personal Exchange Program
PRDO	Personal Recovery Operations
QRC	Quick Reaction Capability
SFOP	Story Finder Operator
SIUTI	FRS Staff Instructor Under Training Instructor
SRT	Special Reconnaissance Team
STRATCOM	Strategic Command
TACTIP	Tactical Training Improvement Program
TOC	Tactical Operations Center
TOCRON	Tactical Operations Control Squadron
TMTC	TACMOBILE Training Continuum
TTT	TACMOBILE Training Team
UAS	Unmanned Aerial System
VRC	Fleet Logistics Support Squadron
VP	Patrol Squadron
VPU	Patrol Squadron Special Projects
VQ	Fleet Air Reconnaissance Squadron
VX	Air Test and Evaluation Squadron
VXS	Scientific Development Squadron
WO	Watch Officer
WTI	Weapons Tactics Instructor
WTU	Weapons Tactics Unit

Considerations for advancement from E6 to E7

1. Sea Assignments (VP, VQ, VPU, TOCRON, CV TSC, FSU, BSDC, SRT, SEA OP DET, ONI)
 - Documented utilization of advanced in-rate qualifications and subject matter expertise. Members **SHALL** be qualified as an ACTC or TMTC LVL 400 or higher in order to be considered **“Fully Qualified”** for CPO. Aircrew who qualify as an ACTC LVL 500 Weapons and



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Tactics Instructor, NATOPS Instructor, Assistant NATOPS Instructor, or CRMI are considered **“Best Qualified”** and should receive favorable consideration.

Aircrew assigned to SRT (NSW) are able to qualify as NATOPS Instructors/Evaluators for the RQ UAS system

- Documentation of flight time should be included in block 29 (2018 and beyond) for Sailors assigned to VP, VQ, VPU, FSU, BSDC, PRDO or SRT. Favorable consideration should be given to those Sailors who complete greater than the minimum requirement of 48 hours per year.
- At least two warfare pins (NAWS primary; EAWS or EIWS Secondary) for **“Fully Qualified”**
 - Members assigned to NOPF assignments should qualify IUSS
 - Members assigned to SRT, DEVGRU or PRDO assignments should qualify EXW
 - Members assigned to CV TSC should qualify ESWS.
- In addition to qualifications, **“Fully Qualified”** candidates must have excelled in challenging leadership positions as a Division or Department LPO such as:
 - Training Department
 - Operations Department
 - Tactics Department
 - AWO Division LPO
 - Safety/NATOPS Department
 - CV/TSC (SeaOpDet)
 - TOCRON LPO
 - NSW SRT UAS Mission Commander (MC)
 - NSW SRT UAS Site Lead
 - NSW NEC’s 837A or 854A or 838A – **“Fully Qualified”**
- Due consideration should be given to individuals who have significantly contributed to highly successful Fleet NATOPS evaluations (FNE); Operational Readiness Evaluations (ORE); AW Training Improvement Program (AWTIP); Administrative and Material Evaluation (ADMAT) inspection; squadron receipt of the Battle Efficiency Award; Arnold J. Isabel trophy for ASW Excellence and the Theodore Ellyson Award for Aviator Production; Golden Anchor; Retention Excellence Award.
- Weapons and Tactics Instructor (WTI/ACTC LVL 500) Qualification or Battle Watch Captain (BWC) for TOCRON. WTI/BWC qualifications **ARE NOT** required for advancement to E-7, but are considered the highest level of qualification achievable as a Naval Aircrewman Operator. If not qualified as a WTI/BWC, member should be contributing to development of training, tactics and procedures that serve to enhance combat effectiveness.
- P-3 to P-8 platform transition has resulted in non-standard sea/shore flow. Shortened or prolonged tours are not a detractor unless otherwise specified in the service member’s OMPF.
- Many Sailors have cross-rated into the AWO community due to platform sundown of the P-3. Due consideration should be given to those Sailors who were **FULLY** qualified in their previous rating.
- Documentation of command collaterals with impact, PME, professional certifications, off-duty education, involvement in the FCPOA, and Sailor 360 should receive favorable consideration.

2. Shore Assignments

- (Priority 1) Fleet Replacement Squadron (FRS) and Weapons School (MPRWS). FRS/MPRWS candidates are individually recruited from the best of the MPRA community. FRS/MPRWS should be considered arduous shore duty due to the high-tempo nature of operations. Favorable consideration should be given to those Sailors who excel while assigned to MPRWS/WTUs; although the summary group may be small, due to limited command billets, these Sailors’ contributions to warfighting effectiveness impact the entire Maritime Patrol and Reconnaissance Community.



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- (Priority 2) Strong consideration should be afforded to Aircrewman Operators who break out in traffic during tours at WTU, NACCS, NATTC, CNATT, PERS, BUPERS, and VUP.
 - Sailors **SHALL** attain Master Training Specialist (MTS) if assigned an NEC of 805A. Favorable consideration should be given to those individuals who are serving on instructor duty and have excelled as Track Lead; Lead Instructor; Course Supervisor or Navy Military Training Instructor (NMTI).
 - Weapons and Tactics Instructor (WTI/ACTC LVL 500) Qualification or Battle Watch Captain (BWC) for TOCRON. WTI/BWC qualifications **ARE NOT** required for advancement to E-7, but are considered the highest level of qualification achievable as a Naval Aircrewman Operator. If not qualified as a WTI/BWC, member should be contributing to development of training, tactics and procedures that serve to enhance combat effectiveness.
 - IAW MPM 1220-010, the Naval Aircrewman Operator rating is a special program which involves high risk, and is physically demanding, requiring above average physical fitness and strong swimmer skills. Failed PFAs within the last two years deter from this requirement and should be considered a detractor.

Considerations for advancement from E7 to E8

1. Sea Assignments (VP, VQ, VPU, TOCRON, CV TSC, FSU, BSDC, SRT, DEVGRU, PRDO, ONI)

- Due consideration should be given to **eligible** CPO's who have attended the Senior Enlisted Academy.
- Documented utilization of advanced in-rate qualifications and subject matter expertise. Members **SHALL** be qualified as an ACTC or TMTC LVL 400 or higher in order to be considered **“Fully Qualified”** for SCPO. Aircrew who qualify as an ACTC LVL 500 Weapons and Tactics Instructor, Battle Watch Captain (BWC), NATOPS Instructor, Assistant NATOPS Instructor, or CRMI are considered **“Best Qualified”** and should receive favorable consideration. ***Aircrew assigned to SRT (NSW) are able to qualify as NATOPS Instructors/Evaluators for the RQ UAS system***
- Documentation of flight time should be included in block 29 (2018 and beyond) for Sailors assigned to VP, VQ, VPU, FSU, BSDC, PRDO or SRT. Favorable consideration should be given to those Sailors who complete greater than the minimum requirement of 48 hours per year.
- At least two warfare pins (NAWS primary; EAWS or EIWS Secondary) for **“Fully Qualified”**
 - Members assigned to NOPF assignments should qualify IUSS
 - Members assigned to SRT, DEVGRU or PRDO assignments should qualify EXW
 - Members assigned to CV TSC should qualify ESWS.
- At least 12 months in a Departmental Leading Chief Petty Officer billet with documentation of subordinate development, and contributions towards enhancement of mission effectiveness of the command.
 - Training Department LCPO
 - Tactics Department LCPO
 - Operations Department LCPO
 - Safety/NATOPS Department LCPO
 - AW Division LCPO
 - TOCRON LCPO
 - NSW SRT UAS Mission Commander (MC)
 - NSW SRT UAS Site Lead
 - NSW NEC's 837A or 854A or 838A – **“Fully Qualified”**
- Due consideration should be given to individuals who have significantly contributed to the AWO Task Force, and highly successful Fleet NATOPS evaluations (FNE); Operational Readiness Evaluations (ORE); AW Training Improvement Program (AWTIP); Administrative and Material Evaluation (ADMAT) inspection; squadron receipt of the Battle Efficiency Award; Arnold J.



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Isabel trophy for ASW Excellence and the Theodore Ellyson Award for Aviator Production; Golden Anchor; Retention Excellence Award.

- Favorable consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPOs or have documented contributions to initial accession training pipeline efficiencies or development of improved tactics/procedures.
- Favorable consideration should be given to those individuals who have made significant contributions to the improvement of the AWO rating through active participation in the following: AERR, PQS/NATOPS development, TACTIP involvement, ATHENA contributions, JTDA entry, Front End Analysis research, and Selection Board Recorder. These efforts contribute significantly to the enhancement of the AWO rate's combat effectiveness.
- Weapons and Tactics Instructor (WTI/ACTC LVL 500) Qualification or Battle Watch Captain (BWC) for TOCRON. WTI/BWC qualifications **ARE NOT** required for advancement to E-8, but are considered the highest level of qualification achievable as a Naval Aircrewman Operator. If not qualified as a WTI/BWC, member should be contributing to development of training, tactics and procedures that serve to enhance combat effectiveness.
- Documented involvement within the CPO Mess, Sailor 360, CPO Initiation programs and mentorship of junior officers should be considered favorable.
- P-3 to P-8 platform transition has resulted in non-standard Sea/Shore flow. Shortened or prolonged tours are not a detractor unless otherwise specified in the service member's OMPF.

2. Shore Assignments

- (Priority 1) Fleet Replacement Squadron (FRS) and Weapons School (MPRWS). FRS/MPRWS candidates are individually recruited from the best of the MPRA community. FRS/MPRWS should be considered arduous shore duty due to the high-tempo nature of operations. Favorable consideration should be given to those Sailors who excel while assigned to MPRWS/WTUs; although the summary group may be small, due to limited command billets, these Sailors' contributions to warfighting effectiveness impact the entire Maritime Patrol and Reconnaissance Community.
 - Documentation of flight time should be included in block 29 (2018 and beyond) for Sailors assigned to a VP, VX and the Maritime Patrol and Reconnaissance Weapons School. Favorable consideration should be given to those Aircrewman who fly greater than the minimum requirement of 48 hours per year.
- (Priority 2) Strong consideration should be afforded to Aircrewman Operators who break out in traffic during tours at WTU, NACCS, NATTC, CNATT, PERS, BUPERS, and VUP.
 - Sailors **SHALL** attain Master Training Specialist (MTS) if assigned an NEC of 805A.
 - Weapons and Tactics Instructor (WTI/ACTC LVL 500) Qualification or Battle Watch Captain (BWC) for TOCRON. WTI/BWC qualifications **ARE NOT** required for advancement to E-8, but are considered the highest level of qualification achievable as a Naval Aircrewman Operator. If not qualified as a WTI/BWC, member should be contributing to development of training, tactics and procedures that serve to enhance combat effectiveness.
 - IAW MPM 1220-010, the Naval Aircrewman Operator rating is a special program, which involves high risk, and is physically demanding, requiring above average physical fitness and strong swimmer skills. Failed PFAs within the last two years deter from this requirement and should be considered a detractor.
- CPO's who attain PM LVL1 (12-month qualification) or PM LVL2 (24-month qualification), should receive favorable consideration as an attainment of this qualification results in job work/scope at the level of a Master Chief Petty Officer.



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Considerations for advancement from E8 to E9

1. Sea Assignments (VP, VQ, VPU, TOCRON, CV TSC, FSU, BSDC, SRT, DEVGRU, PRDO, ONI, CTF)

- Graduate of the Senior Enlisted Academy
- Documentation of flight time should be included in block 29 (2018 and beyond) for Sailors assigned to VP, VQ, VPU, FSU, BSDC, PRDO, or SRT. Favorable consideration should be given to those Sailors who complete greater than the minimum requirement of 48 hours per year.
- Department Leading Chief Petty Officers in the following billets
 - Training Department LCPO
 - Tactics Department LCPO
 - Operations Department LCPO
 - Safety/NATOPS Department LCPO
 - AW Division LCPO
 - TOCRON LCPO
 - NSW SRT UAS Mission Commander (MC)
 - NSW SRT UAS Site Lead
 - NSW NEC's 837A or 854A or 838A – **“Fully Qualified”**
- Due consideration should be given to individuals who have significantly contributed to the AWO Task Force and highly successful Fleet NATOPS evaluations (FNE); Operational Readiness Evaluations (ORE); AW Training Improvement Program (AWTIP); Administrative and Material Evaluation (ADMAT) inspection; squadron receipt of the Battle Efficiency Award; Arnold J. Isabel trophy for ASW Excellence and the Theodore Ellyson Award for Aviator Production; Golden Anchor; Retention Excellence Award.
- Favorable consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPOs or have documented contributions to initial accession training pipeline efficiencies or development of improved tactics/procedures.
- Favorable consideration should be given to those individuals who have made significant contributions to the improvement of the AWO rating through active participation in the following: AERR, PQS/NATOPS development, TACTIP involvement, ATHENA contributions, JTDA entry, Front End Analysis research, and Selection Board Recorder. These efforts contribute significantly to the enhancement of the AWO rate's combat effectiveness.
- Weapons and Tactics Instructor (WTI/ACTC LVL 500) Qualification or Battle Watch Captain (BWC) for TOCRON. WTI/BWC qualifications **ARE NOT** required for advancement to E-9, but are considered the highest level of qualification achievable as a Naval Aircrewman Operator. If not qualified as a WTI/BWC, member should be contributing to development of training, tactics and procedures that serve to enhance combat effectiveness.
- Due consideration should be afforded to those who have demonstrated successful leadership as Command Senior Enlisted Leaders (designated by the CO).
- Documented involvement within the CPO Mess, Sailor 360, CPO Initiation programs and mentorship of junior officers should be considered favorable.
- P-3 to P-8 platform transition has resulted in non-standard Sea/Shore flow. Shortened or prolonged tours are not a detractor unless otherwise specified in the service member's OMPF.

2. Shore Assignments

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these Sailors' contributions to warfighting effectiveness impact the entire Maritime Patrol and Reconnaissance Community.

- Documentation of flight time should be included in block 29 (2018 and beyond) for Sailors assigned to a VP, VX and the Maritime Patrol and Reconnaissance Weapons School. Favorable consideration should be given to those Aircrewman who fly greater than the minimum requirement of 48 hours per year.
- (Priority 2) Strong consideration should be afforded to Aircrewman Operators who break out in traffic during tours at WTU, NACCS, NATTC, CNATT, PERS, BUPERS, and VUP.
 - Sailors **SHALL** attain Master Training Specialist (MTS) if assigned an NEC of 805A.
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- Senior Chiefs who attain PM LVL1 (12-month qualification) or PM LVL2 (24-month qualification), should receive favorable consideration as an attainment of this qualification results in job work/scope at the level of a Master Chief Petty Officer.