



**AO CAREER PATH  
FULL TIME SUPPORT (FTS)**



Aviation Ordnancemen are aircraft armament (weapons) specialists in charge of storing, servicing, inspecting and handling all types of weapons and ammunition carried on Navy aircraft.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/SHORE ROTATION</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	AOCM	23.5 Yrs	CSEL, 8CMC	36/36	Follow-on Shore Tours
23-26	AOCM AOCS	23.5 Yrs 18.4	CSEL, 8CMC/8CSC	36/36 48/48	4 <sup>th</sup> Sea Tour Billet: MMCP0/MSCPO, DIV LCPO, CSEL/Dept LCPO, Duty: Squadron/ AMMT. Qualification: Senior Enlisted Academy
20-23	AOCM AOCS AOC	23.5 Yrs 18.4 14.9	CWO, CSEL, 8CMC/8CSC, ECM, Rating Detailer	36/36 48/48 48/48	3 <sup>rd</sup> Shore Tour Billet: Staff LCPO/Production LCPO/SEL/CSEL, Div LCPO, Ammo Mgr, QA Sup Duty: TYCOM/FRC/NOSC/WING, Fleet Replacement Squadron, NAS, NMC. Qualification: Senior Enlisted Academy
16-20	AOCS AOC AO1	18.4 Yrs 14.9 9.6	OCS,CWO, 8CSC	48/48 48/48 36/48	3 <sup>rd</sup> Sea Tour Billet: MSCPO/Dept LCPO/ QA/CSEL, Div. LCPO/LPO Duty: Squadron/AMMT. Qualification: SFF/SFM/FSQAR, QASO.
12-16	AOC AO1	14.9 Yrs 9.6	OCS,CWO, LDO, RDC, Enlisted Detailer, Equal Opportunity Advisor, Instructor Duty	48/48 36/48	2 <sup>nd</sup> Shore Tour Billet: Arm Tech, Instructor/RDC/Staff/Div/Prod/ Maint LCPO/SEA/SEL, Special Programs (ex:SAMI) Range Master, Instructor. Duty: TYCOM, FRC, Fleet Replacement Squadron, RDC, Wing, NAS, NMC. Qualification: MTS, Supervisor, QAR, Prod Ctrl Sup.
8-12	AOC AO1 AO2	14.9 Yrs 9.6 5.0	OCS, LDO	48/48 36/48 48/48	2 <sup>nd</sup> Sea Tour Billet: Maint Tech, Supervisor, QA/LPO/DIV LCPO Special Programs (ex:SAMI). Duty: Squadron/AMMT. Qualification: SFF/SFM/FSQAR, CDI, LPO, QAR, TL/QASO



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
4-8	AO1 AO2	9.6 Yrs 5.0	STA-21, LDO, RDC, Instructor Duty.	36/48 48/48	1 <sup>st</sup> Shore Tour Billet: Maint/Weps Tech/Loader, Sup, Instructor, Special Programs (ex:SAMI). Duty: NMC, Fleet Replacement Squadron, FRC, NOSC. Qualification: CDI, Sup Instructor, TL, QASO.
1-4	AO2 AO3 AOAN	5.0 Yrs 2.8	STA-21	48/48 48/48 48/36	1 <sup>st</sup> Sea Tour Billet: Maint/Weps Tech/Loader, Handler, Plane Captain. Duty: Squadron. Qualification: EAWS, Plane Captain, CDI, TM/TL.
1+/-	AOAN AOAA Accession Training	9 Months		48/36	Recruit Training (8 weeks) "A" School for aircraft platform/FRC/WPNS Assembly billet.

Notes:

1. "A" school is not required
2. This rating utilizes a large amount of general or special duty billets for shore duty instead of in-rate billets, due to a lack of in rate shore duty options. Filling a billet outside the AO rating ashore will likely be required during a Sailor's career.

**Considerations for advancement from E6 to E7**

1. Sea Assignments

- Documentation of utilizing in-rate qualifications:
  - Collateral Duty Inspector (CDI)
  - Quality Assurance Representative (QAR)
- At least one warfare pin (AW primary)
- Should have previously served or is currently serving as LPO of:
  - Production Division
  - Work Center
  - Quality Assurance
  - Maintenance Control
- Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification **O-Level (Squadron)**
  - \*\*\*SFF/SFM qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
- Upper-level qualifications
  - Full Systems Quality Assurance Representative (FSQAR) / High-Power / Low-Power Turn Qualification. Not required but a good indicator of character and ability to operate responsibly.
- Should be qualified QA/SO for Squadron
- Explosives Handling Qualification and Certification Program Board Member
- Command Collateral duties with documented impact.



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- FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

### 2. Shore Assignments

- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
  - Squadron Augment Units (SAU) and Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- Personnel assigned to Navy Operational Support Centers (NOSC) **SHALL** complete the NOSC Watchstander PQS (NAVEDTRA 43075).
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - RDC/Instructor/TYCOM/WING
  - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if eligible.
- I-Level shore facility favorable positions include:
  - Production Control LPO
  - Quality Assurance LPO
  - Upper-level qualifications
    - Production Division Quality Assurance Representative (QAR) / High-Power / Low-Power Turn Qualification (400 Division Personnel). Not required but a good indicator of character and ability to operate responsibly.
  - Lean Six Sigma Green Belt or Black Belt
- O-Level (Squadron) favorable positions include:
  - Safe-For-Flight/Safe-For-Mission Qualification
    - Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification **O-Level (Squadron)**  
\*\*\*SFF/SFM qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
  - Upper-level qualifications
    - Full Systems Quality Assurance Representative (FSQAR)/High-Power/Low-Power Turn Qualification. Not required but a good indicator of character and ability to operate responsibly.
- Should be qualified QA/SO for NMC
- Ordnance Information Systems Manager. (Retail)
- Explosives Handling Qualification and Certification Program Board Member
- Command Collateral duties with documented impact.
- FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

### Considerations for advancement from E7 to E8

#### 1. Sea Assignments

- At least one warfare pin (AW primary)
- Safe for Flight (SFF)/Safe for Mission (SFM) Qualification if stationed at the **O-Level (Squadron)**
  - SFF/SFM Qualified on at least one aircraft platform
- At least 12 months in a command role/billet:
  - Maintenance LCPO
  - QA LCPO
  - Detachment LCPO
- Strong consideration for personnel designated as a Detachment LCPO:



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- Rescue DETs and/or new delivery aircraft do NOT qualify as Detachment LCPO
- Strong consideration for arduous duty as Aviation Maintenance Monitoring Team (AMMT) which demonstrates leadership, character, and ability to communicate effectively.
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

### 2. Shore Assignments

- At least one warfare pin (AW primary)
- Staff Duty
  - TYCOM Advisor/WING Inspector
- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
  - Squadron Augment Units (SAU) and Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- Personnel assigned to Navy Operational Support Centers (NOSC) **SHALL** complete the NOSC Watchstander PQS.
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - NOSC SEL/RDC/Instructor/TYCOM/WING
  - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if eligible
- I-Level shore facility:
  - Production Division LCPO
  - Quality Assurance LCPO
  - Production Control LCPO
- Naval Munitions Command (NMC) DET CPO
- Explosives Handling Qualification and Certification Program Board Member
  - Ordnance Information Systems Manager. (Retail or Wholesale)
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

### Considerations for advancement from E8 to E9

#### 1. Sea Assignments

- The 724B **OR** 770B NEC is required for advancement to E9.
- Senior Enlisted Academy or other service equivalent (required)
- Successfully lead a Maintenance Department
- At least 12 months in a command role/billet
  - Maintenance SCPO- **SHALL** be Safe For Flight
    - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
  - QA SCPO
    - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
- Strong consideration for arduous duty as Aviation Maintenance Monitoring Team (AMMT) which demonstrates leadership, character, and ability to communicate effectively.
- At least one warfare pin (AW Primary)



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- Senior Enlisted Leader during absence of incumbent
  - Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

### 2. Shore Assignments

- The 724B **OR** 770B NEC is required for advancement to E9.
- Senior Enlisted Academy or other service equivalent (Required)
- At least 12 months in a command role / billet
  - Maintenance SCPO (O-Level)- **SHALL** be Safe For Flight
    - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
  - Production SCPO (I-Level)
    - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
  - QA SCPO
    - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
- Staff Duty
  - TYCOM Advisor/WING Inspector
- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
  - Squadron Augment Units (SAU) and Tactical Support Units (TSU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- Personnel assigned to Navy Operational Support Centers (NOSC) **SHALL** complete the NOSC Watchstander PQS.
- I-Level shore facility:
  - Production Division LCPO
  - Quality Assurance LCPO
  - Production Control LCPO
- Naval Munitions Command (NMC) DET SEL/LCPO
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - NOSC SEL/TYCOM/WING
- Senior Enlisted Leader during absence of incumbent
  - Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
- At least one warfare pin (AW Primary)
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.