



**AD CAREER PATH**  
**SELECTED RESERVE (SELRES)**

Aviation Machinist's Mates (AD) are aircraft engine mechanics. They maintain, inspect, adjust, test, repair, troubleshoot, preserve, de-preserve and overhaul aircraft engines and their related systems, including fuel, lubrication, compression, combustion, exhaust, accessory gearbox, aircraft mounted accessory drive, propellers, anti-ice, bleed air systems, etc. ADs also perform routine maintenance, conduct special and conditional inspections and oil analysis; perform functional checks and required adjustments on engines and related systems; and prepare aircraft for flight and assist in handling aircraft on the ground.

| <b>YEARS OF SERVICE</b> | <b>CAREER MILESTONES</b> | <b>AVERAGE TIME TO PROMOTE</b> | <b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>                                   | <b>SEA/SHORE ROTATION</b> | <b>TYPICAL CAREER PATH DEVELOPMENT</b>   |
|-------------------------|--------------------------|--------------------------------|--|---------------------------|--|
| 26-30                   | AFCM                     | 23.1 Yrs                       |  | N/A                       | Billet: MMCPO, CSEL  |
| 23-26                   | AFCM<br>ADCS             | 23.1 Yrs<br>19.2               |  | N/A                       | Billet: Prod/Maint LCPO, CSEL, Dept LCPO.<br>Duty: Squadron, FRC, Staff.<br>Qualification: SEA, SFF, SFM.  |
| 20-23                   | AFCM<br>ADCS<br>ADC      | 23.1 Yrs<br>19.2<br>15.6       | CWO  | N/A                       | Billet: Staff LCPO, Prod LCPO, CSEL.<br>Duty: TYCOM, FRC, NOSC.<br>Qualification: SEA, SFF, SFM, FSQAR.  |
| 16-20                   | ADCS<br>ADC<br>AD1       | 19.2 Yrs<br>15.6<br>11.7       | MECP, OCS, CWO, CSEL, Equal Opportunity Advisor, Drug and Alcohol Counselor      | N/A                       | Billet: Maint LCPO, Dept LCPO, QA.<br>Duty: Squadron, Wing Staff.<br>Qualification: SEA, SFF, SFM, FSQAR, QAR.                                   |
| 12-16                   | ADCS<br>ADC<br>AD1       | 19.2 Yrs<br>15.6<br>11.7       | MECP, OCS, LDO, CWO, CSEL, Equal Opportunity Advisor, Drug and Alcohol Counselor | N/A                       | Billet: Instructor, Staff, Div, Prod, Maint CPO, Command Chief.<br>Duty: Fleet Replacement Squadron, FRC, NOSC.<br>Qualification: SEA, LCPO, MTS |
| 8-12                    | ADC<br>AD1<br>AD2        | 15.6 Yrs<br>11.7<br>5.5        | MECP, OCS, LDO   | N/A                       | Billet: Maint Tech, WC Sup, QA, LPO.<br>Duty: Squadron.<br>Qualification: EAWS, LPO, CDI, FSQAR, QAR, SFF  |
| 4-8                     | AD1<br>AD2<br>AD3        | 11.7 Yrs<br>5.5<br>3.3         | MECP, STA-21, Naval Academy, NROTC, LDO  | N/A                       | Billet: Maint Tech, WC Sup, Instructor, QA.<br>Duty: NAS, FRC, NOSC.<br>Qualification: EAWS, MTS, CDI, FSQAR, QAR                                |



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| YEARS OF SERVICE | CAREER MILESTONES                  | AVERAGE TIME TO PROMOTE | COMMISSIONING OR OTHER SPECIAL PROGRAMS  | SEA/SHORE ROTATION | TYPICAL CAREER PATH DEVELOPMENT   |
|------------------|------------------------------------|-------------------------|--|--------------------|---|
| 1-4              | AD2<br>AD3                         | 5.5 Yrs<br>3.3          | MECP, STA-21,<br>Naval Academy,<br>NROTC | N/A                | Billet: Maint Tech, Plane Captain,<br>CDI, Maint Turn Qual.<br>Duty: Squadron, FRC.<br>Qualification: EAWS. |
| 1+/-             | ADAN<br>ADAA<br>Accession Training | 9 Months                |  | N/A                | Recruit Training (8 weeks), 'A' School (9 weeks), 'C' School or FRS for aircraft platform billet.           |

**NOTES:**

1. "A" school is not required.
2. This is a compression rating - AM/AD compress to AF rating at the Master Chief paygrade.
3. ADs should be designated as an Enlisted Aviation Warfare Specialist (AW) or any other warfare designator based upon type of assignment.
4. Due to the limited availability of Shore Duty billets, it is not uncommon for an SELRES to complete an entire career on Sea Duty.
5. NECs held by ADs:
  - E00A: CMV-22 Systems Organizational Maintenance Technician
  - E04A: MH-53E Systems Organizational Maintenance Technician
  - E05A/E28A: C2/E2 Systems Organizational Career Maintenance Technician
  - E06A/E29A: E-2C Group II Systems Organizational Initial Maintenance Technician
  - E08A: MQ-4C Unmanned Aircraft System (UAS) Organizational Maintenance Technician <sup>1</sup>
  - E10A: C-40A Systems Organizational Maintenance Technician
  - E14A: C-130 Systems Organizational Maintenance Technician
  - E15A/E34A: P-3 Systems Organizational Career Maintenance Technician
  - E16A/E35A: E-2D Aircraft Systems Organizational Career Maintenance Technician <sup>1</sup>
  - E17A/E36A: P-8A Aircraft Systems Organizational Career Maintenance Technician
  - E19A/E38A: F/A-18E/F Systems Organizational Career Maintenance Technician
  - E20A/E39A: F/A-18 A/B/C/D Systems Organizational Maintenance Technician
  - E22A: MQ-8B Organizational Maintenance Technician <sup>1</sup>
  - E23A/E41A: H-60 Systems Organizational Career Maintenance Technician
  - G30A: MQ-8B/C Mission Payload Operator (MPO) <sup>1</sup>
  - G31A: MQ-8B/C Air Vehicle Operator (AVO) <sup>1</sup>
  - I01A: T-56 Turboprop Engine and 54H60 Series Propeller First Degree/IMA Mechanic <sup>1</sup>
  - I02A: F-404 Turbofan Jet Engine First Degree/IMA Mechanic <sup>1</sup>
  - I03A: Test Cell Operator/Maintainer <sup>1</sup>
  - I04A T-56-425/427 Turboprop Engine IMA Mechanic <sup>1</sup>
  - I05A: T-64 Turboshift Jet Engine First Degree/IMA Mechanic <sup>1</sup>
  - I06A: F414-GE-400 Turbofan Jet Engine Third Degree/IMA Mechanic <sup>1</sup>
  - I07A: T-700 Turboshift Jet Engine First Degree/IMA Mechanic
  - I08A: Helicopter Rotors/Related Components IMA Mechanic <sup>1</sup>
  - 700A: Unmanned Aerial Vehicle (UAV) External Pilot <sup>1</sup>



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- 701A: Unmanned Aerial Vehicle (UAV) Internal Pilot <sup>1</sup>
- 702A: Unmanned Aerial Vehicle (UAV) Payload Operator <sup>1</sup>
- 724B: Aviation Maintenance Material Control Master Chief
- 768B: Airborne Mine Countermeasure Systems Career Maintenance (AMCM) Technician (Level I and O)
- 770B: Aviation Maintenance/Production Chief
- 780A: F-35C Aircraft Systems Organizational Maintenance Technician
- 803A: Unmanned Aerial Vehicle (UAV) Systems Organizational Maintenance Technician <sup>1</sup>
- 805A: Master Training Specialist <sup>1</sup>
- 825A: Safety Technician <sup>1</sup>
- 830A: Hazardous Material Control Management Technician <sup>1</sup>
- 833A: Disaster Preparedness Operations and Training Specialists <sup>1</sup>

**NEC Notes:**

(1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation

6. ACRONYMS SPECIFIC TO THE AD RATE INCLUDE:

|       |  |
|-------|--|
| CDQAR | Collateral Duty Quality Assurance Representative                             |
| CDI   | Collateral Duty Inspector  |
| EAWS  | Enlisted Aviation Warfare Specialist   |
| FRC   | Fleet Readiness Center   |
| FSQAR | Full System Quality Assurance Representative                                 |
| HM    | Helicopter Mine Countermeasures Squadron (MH-53E platform)                   |
| HSC   | Helicopter Sea Combat Squadron (MH-60S platform)                             |
| HSM   | Helicopter Maritime Strike Squadron  |
| MSCPO | Maintenance Senior Chief   |
| NASC  | Naval Aviation Schools Command – Pensacola                                   |
| NRPDC | Navy Reserve Professional Development Center – New Orleans                   |
| QAS   | Quality Assurance Supervisor   |
| QAR   | Quality Assurance Representative   |
| SEL   | Senior Enlisted Leader   |
| SFF   | Safe for Flight  |
| SFM   | Safe for Mission   |
| UAS   | Unmanned Aircraft Systems  |
| VAQ   | Electronic Attack Squadron (EA-18G platform)                                 |
| VAW   | Carrier Airborne Early Warning (E-2/C-2 platform)                            |
| VFA   | Strike Fighter Squadron (F/A-18A platform)                                   |
| VFC   | Fighter Squadron Composite (F/A-18A platform – providing adversary training) |
| VP    | Patrol Squadron (P-3/P-8 platform)   |
| VR    | Fleet Logistics Support Squadron (C-20/C-37/C-40/C-130 platform)             |

**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)**



## AD CAREER PATH SELECTED RESERVE (SELRES)

- \*\*\*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.
- Command Collateral duties with documented impact.
- First Class Petty Officer Association (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.
- 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/SAU) favorable positions include:
  - Safe-For-Flight/Safe-For-Mission (SFM) Qualification
  - \*\*\*SFF/SFM qualification is not required for advancement to E-7 but is considered the pinnacle of 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.
- 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 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:
  - Rescue DETs and/or new delivery aircraft do NOT qualify as Detachment LCPO



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- Command Collateral duties with documented impact.
- Chief Petty Officer Association (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)
- 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.
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - NOSC SEL
  - Attainment of 805A Instructor NEC and Master Training Specialist (MTS) qualification if eligible
- I-Level shore facility favorable positions include:
  - Production Control LCPO
  - Quality Assurance LCPO
  - 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
- 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/Safe For Mission
    - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
  - QA SCPO
    - Completion of an inspection cycle (AMI/MCI/MPA, etc.)
- At least one warfare pin (AW Primary)
- 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.



## AD CAREER PATH SELECTED RESERVE (SELRES)

- 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/Safe For Mission
    - 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.)
- 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.
- I-Level shore facility:
  - Production Division LCPO
  - Quality Assurance LCPO
  - Production Control LCPO
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
  - NOSC SEL
- 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.