Naval Aircrewman Operator (AWO) belong to a diverse community highly specialized in the platform to which they are assigned. AWOs operate various aircraft systems to support Anti-Submarine (ASW), Anti-Surface (ASUW), Search and Rescue (SAR), Electronic Countermeasure (ESM) and Logistic missions onboard P-3 and P-8 aircraft. Members may serve as Unmanned Aerial Systems (UAS) pilots and payload operators or be assigned to Tactical Mobile Operations Centers as an Analyst, System Operator or Watch Officer.

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>CAREER MILESTONES</th>
<th>AVERAGE TIME TO PROMOTE</th>
<th>COMMISSIONING OR OTHER SPECIAL PROGRAMS</th>
<th>SEA/SHORE ROTATION</th>
<th>TYPICAL CAREER PATH DEVELOPMENT</th>
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<tbody>
<tr>
<td>26-30</td>
<td>AWCM</td>
<td>24.3 Yrs</td>
<td>CSEL</td>
<td>N/A</td>
<td>Billet: CSEL, Dept LCPO Duty: VP, VUP, TOC/MTOC Position: SS1, SS3, EWO, AAW, MPO, TOC Analyst Qualification: FRS Instructor, ACTC Level 400, TOC Watch Officer</td>
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<td>Billet: CSEL, Dept LCPO Duty: VP, VUP, TOC/MTOC Position: SS1, SS3, AAW, EWO, MPO, TOC Analyst Qualification: NI, NE, FRS Instructor, ACTC Level 400, TOC Watch Officer</td>
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<td>24.3 Yrs 17.2</td>
<td>CSEL</td>
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<td>Billet: CSEL, Dept LCPO Duty: VP, VUP, TOC/MTOC Position: SS1, SS3, AAW, EWO, MPO, TOC Analyst Qualification: NI, NE, FRS Instructor, ACTC Level 400, TOC Watch Officer</td>
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<tr>
<td></td>
<td>AWOC/AWOC</td>
<td></td>
<td></td>
<td></td>
<td>Billets: CSEL, Instructor, Operations CPO, NATOPS CPO, Training CPO Duty: VP, VUP, TOC/MTOC Position: SS1, SS3, AAW, EWO, MPO, TOC Analyst Qualification: NI, NE, FRS Instructor, ACTC Level 400, TOC Watch Officer</td>
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<td></td>
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<td>Billets: NATOPS LPO/LCPO, Aircrew Training LPO/LCPO, Operations LPO/LCPO Duty: VP, VUP, TOC/MTOC Position: SS1, SS3, AAW, EWO, MPO, TOC Analyst Qualification: NI, NE, FRS Instructor, ACTC Level 400, TOC Watch Officer</td>
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<td>16-20</td>
<td>AWOC/AWOC/AWOC</td>
<td>17.2 Yrs 15.5 10.1</td>
<td>OCS, MECP, NROTC, RDC</td>
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<td>Billets: Operations LPO, Training LPO, NATOPS LPO Duty: VP, VUP, TOC/MTOC Position: SS1, SS3, AAW, EWO, MPO, TOC Analyst Qualification: NI, NE, FRS Instructor, ACTC Level 400</td>
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<td>Billets: Operations LPO, Training LPO, NATOPS LPO Duty: VP, VUP, TOC/MTOC Position: SS1, SS3, AAW, EWO, MPO, TOC Analyst Qualification: NI, NE, FRS Instructor, ACTC Level 400</td>
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<td>12-16</td>
<td>AWOC/AWOC/AWOC</td>
<td>15.5 Yrs 10.1 4.2</td>
<td>STA-21, OCS, MECP, LDO, NROTC</td>
<td>N/A</td>
<td>Billets: Operations LPO, Training LPO, NATOPS LPO Duty: VP, VUP, TOC/MTOC Position: SS1, SS3, AAW, EWO, MPO, TOC Analyst Qualification: NI, NE, FRS Instructor, ACTC Level 400</td>
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Revised: June 2018
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<tr>
<td>9-12</td>
<td>AWO1 AWO2</td>
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<td>6-9</td>
<td>AWO2 AWO3</td>
<td>4.2 Yrs 1.6</td>
<td>STA-21, OCS, MECP, NROTC, RDC</td>
<td>N/A</td>
<td>Billets: Operations PO, NATOPS PO, Training PO Duty: VP, VUP, TOC/MTOC Position: SS1, SS3, AAW, EWO, MPO, TOC Analyst</td>
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<tr>
<td>2-6</td>
<td>AWO2 AWO3</td>
<td>3.7 Yrs 1.6</td>
<td>STA-21, OCS, MECP, Naval Academy, NROTC</td>
<td>N/A</td>
<td>Billets: Aircrewman, Operations Clerk, NATOPS Clerk, Training PO Duty: VP, VUP, TOC/MTOC Position: SS2, SS4, AAW2, EWO2, TOC Analyst</td>
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<tr>
<td>1+/-</td>
<td>AWOAN AWOAA</td>
<td>9 Months</td>
<td>STA-21, OCS, MECP, Naval Academy, NROTC</td>
<td>N/A</td>
<td>Recruit Training, NACCS, SERE, FRS and all initial accession pipeline schools or training events required to be completed prior to reporting to their first operational command.</td>
</tr>
</tbody>
</table>

NOTES:
1. “A” school required.

2. This is a compression rating- AWF/AWS/AWR/AWO at the Master Chief paygrade.

3. Upon completion of initial training pipelines, AWOs are typically close-looped detailed by their NEC/platform until there is no longer a need for that particular NEC.

4. Member must volunteer for duty involving flying.

5. May be required to attend refresher training at a Fleet Replacement Squadron upon completion of duty not involving flying. Participate in annual NATOPS evaluations when assigned to a “Duty Involving Flying” billet.

6. AWOs qualify through an Aircrew Training Continuum (ACTC 100-500) process (Level 100 FRS Graduate, Level 200 Cond Qual, Level 300 Positional Qual, Level 400 Positional Instructor, Level 500 WTI). Level 300 Positional Qualification is required within 18 months of checking into first operational command. Lack of achieving the ACTC Level 500 qualification should **NOT** be considered a detractor. Limited availability to attain WTI qualification due to a small number of class seats from the TYCOM per year.
7. Due to the limited availability of billets in geographical locations, it is not uncommon for SELRES AWOs to complete an entire career in one command or in one T/M/S community. AWOs do not follow a Sea/Shore rotation and are detailed based on NEC and Aircrew Qualifications. Due to the length of qualification time, it is not beneficial to the Navy Reserves to rotate AWOs between commands and platforms. Doing multiple tours in one command (Sea or Shore) should NOT be viewed as a detractor as long as the Sailor is fully qualified in assigned position and supporting the command’s operational mission.

8. AWOs shall be qualified as a Naval Aircrew Warfare Specialist (NAC) and should be designated as an Enlisted Aviation Warfare Specialist (AW) or any other warfare designator based upon type of assignment.

9. Cross assigned in (CAI) Sailors may not have the same accessibilities to the aircraft and equipment as Sailors that are assigned in a local billet at a Fleet concentration area. Members geographical location should not be a detractor, these Sailors may receive extended timelines to complete qualifications. Leadership and collateral duties may be performed at CAI Sailor’s NOSC rather than their assigned operational command. CAI Sailors are expected and required to perform annual training in support of their operational command.

10. Aircrew Sailor assigned to a NOSC and Cross-Assigned into an Operational Aircrew billet should be maintaining flight currency or rating qualifications and actively supporting their Operational unit.

11. TOC and MTOC’s primary mission is to provide full mission support to maritime patrol and reconnaissance forces (MPRF) 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). Reserve TOCs and MTOCs are both considered a sea duty billet due to the unit’s structure.

12. 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.)

13. ACRONYMS SPECIFIC TO THE AW RATE INCLUDE:

- AAS: Advanced Airborne Sensor
- ACTC: Aircrew Training Continuum
- ANI: Assistant NATOPS instructor
- EAWS: Enlisted Aviation Warfare Specialist
- FIUTI: Fleet Instructor Under Training Instructor
- FRS: Fleet Replacement Squadron
- IUT: Instructor Under Training
- MPO: Mission Payload Operator
- MPR WTI: P-3 and/or P-8 Maritime Patrol and Reconnaissance Weapons and Tactics Instructor
- MTOC: Mobile Tactical Operations Center
- MTS: Master Training Specialist
- NACCS: Naval Aircrew Candidate School
- NAPP: Naval Aviation Production Process
- NASC: Naval Aviation Schools Command – Pensacola
- NATOPS: Naval Aviation Training Operations Procedures and Standardization
- NAWS: Naval Aircrew Warfare Specialist
- NE: NATOPS evaluator
- NI: NATOPS instructor
- NRPDC: Navy Reserve Professional Development Center – New Orleans
- NSWG: Naval Special Warfare Group
- QRC: Quick Reaction Capability
- SERE: Survival, Evasion, Resistance, Escape
- SEASOAG: Senior Enlisted Aircrew Sensor Operator Advisory Group
- TACTIP: Tactics and Training Improvement Program
- TOC: Tactical Operations Center
- TMTC: TACMOBILE Training Continuum
AWO CAREER PATH
SELECTED RESERVE (SELRES)

(Level 200 Cond Qual, 300 Positional Qual, 400 Positional Instructors)

TTT TACMOBILE Training Team
UAS Unmanned Aircraft Systems
VP Patrol Squadron (P-3/P-8 platform)
VUP Unmanned Patrol Squadron (MQ-4 platform)
WO Watch Officer
WTI Weapons and Tactics Instructor
WTU Weapons and Tactics Unit

14. NECs held by AWOs:
   G03A: MQ-4C Unmanned Aircraft System (UAS) Mission Payload Operator (MPO) (Legacy NEC: 7828)
   G04A: TacMobile Systems Operator (Legacy NEC: 7835)
   7836: TacMobile Watch Officer
   G06A: P-3C Update III Acoustic Sensor Operator (Legacy NEC: 7841)
   G07A: P-8A Acoustic Systems Specialist Aircrewman (Legacy NEC: 7842)
   G08A: P-3C Non-Acoustic Operator (Legacy NEC: 7861)
   G09A: P-8A Electronic Warfare Operator Aircrewman (Legacy NEC: 7862)
   776A: Naval Aircrewman (Special Assignment) (Legacy NEC: 8202)
   777A: Weapons and Tactical Instructor (Legacy NEC: 8210)
   805A: Navy Instructor (Legacy NEC: 9502)
   700A: Unmanned Aerial Vehicle (UAV) External Pilot (Legacy NEC: 8362)
   701A: Unmanned Aerial Vehicle (UAV) Internal Pilot (Legacy NEC: 8363)
   702A: Unmanned Aerial Vehicle (UAV) Payload Operator (Legacy NEC: 8364)
   G30A: MQ-8B/C Mission Payload Operator (MPO) (Legacy NEC: 8367)
   G31A: MQ-8B/C Air Vehicle Operator (AVO) (Legacy NEC: 8368)

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

Considerations for advancement from E6 to E7

1. Sea Assignments (all)
   • Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
   • Shall be Enlisted Aviation Warfare Specialist qualified (AW)
   • Shall be qualified ACTC Level 300 (Positional Qualified) in assigned position (Sensor Station 1, Sensor Station 3, AAW, EWO, MPO, or TOC Analyst to be considered for CPO.
   • Documented utilization of advanced in-rate qualifications and subject matter expertise
     Positional Instructor (ACTC Level 400)
     NATOPS Instructor (NI or ANI)
     NATOPS Evaluator (NE or FNE)
     CRM Instructor
     Fleet Replacement Squadron (FRS) Instructor
     Fleet Instructor Under Training (FIUT) Instructor
     Weapons and Tactics Instructor (WTI/ACTC Level 500)
     Tactical Mobile Watch Officer
   • Excelling in leadership position as a Division or Department LPO with documented leadership in development of subordinates to further command mission and vision.
   • First Class Petty Officer Association Involvement
   • CPO 365 Phase I/Sailor 360 involvement
   • Command Collaterals Duty with documented impact to command mission, retention and morale

2. Shore Assignments (all)
   • Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
   • Shall be Enlisted Aviation Warfare Specialist qualified (AW)
   • Shall be qualified ACTC Level 300 (Positional Qualified) in assigned position (Sensor Station 1, Sensor Station 3, AAW, EWO, MPO, or Analysis Watchstander to be considered for CPO.

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AWO CAREER PATH
SELECTED RESERVE (SELRES)

- If assigned to the Fleet Replacement Squadron (FRS), should be FRS Instructor qualified
- If assigned instructor duty, shall be designated 805A NEC and should attain Master Training Specialist (MTS) qualification.
- Documented utilization of advanced in-rate qualifications and subject matter expertise
  - Positional Instructor (ACTC Level 400)
  - NATOPS Instructor (NI or ANI)
  - NATOPS Evaluator (NE or FNE)
  - CRM Instructor
  - Fleet Replacement Squadron (FRS) Instructor
  - Fleet Instructor Under Training (FIUT) Instructor
  - Weapons and Tactics Instructor (WTI/ACTC Level 500)
  - Tactical Mobile Watch Officer
- Excelling in leadership position as a Division or Department LPO with documented leadership in development of subordinates to further command mission and vision.
- First Class Petty Officer Association Involvement
- CPO 365 Phase I/Sailor 360 involvement
- Command Collaterals Duty with documented impact to command mission, retention and morale

Considerations for advancement from E7 to E8

1. Sea Assignments (all)
   - Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
   - Shall be Enlisted Aviation Warfare Specialist qualified (AW)
   - If assigned to a squadron, shall be qualified ACTC Level 400 (Positional Instructor) in assigned aircraft position (Sensor Station 1, Sensor Station 3, AAW, EWO, or MPO) to be considered for SCPO.
   - If assigned to a TOC/MTOC, shall be Watch Officer qualified.
   - Documented utilization of advanced in-rate qualifications and subject matter expertise
     - Positional Instructor (ACTC Level 400)
     - NATOPS Instructor (NI or ANI)
     - NATOPS Evaluator (NE or FNE)
     - CRM Instructor
     - Fleet Replacement Squadron (FRS) Instructor
     - Fleet Instructor Under Training (FIUT) Instructor
     - Weapons and Tactics Instructor (WTI/ACTC Level 500)
   - Excelling in leadership position with documented leadership in development of subordinates to further command mission and vision.
   - Due consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPO/SELS.
   - Favorable consideration should be given to those individuals who have made significant contributions to improvements of the AWO rating as well as professional development of Junior AWOs; PQS development and conference member, NATOPS development and conference member, and TACTIP involvement as these efforts contribute significantly to the enhancement of the AWO rate’s combat effectiveness.
   - Command Collaterals Duty with documented impact to command mission, retention and morale
   - Command CPO Mess/CPOA involvement
   - CPO 365 Phase I/II/Sailor 360 involvement (committee lead or alternate/selectee sponsor)

2. Shore Assignments (all).
   - Shall be Naval Aircrew Warfare Specialist (NAC) Qualified
   - Shall be Enlisted Aviation Warfare Specialist qualified (AW)
   - If assigned to a squadron, shall be qualified ACTC Level 400 (Positional Instructor) in assigned aircraft position (Sensor Station 1, Sensor Station 3, AAW, EWO, or MPO) to be considered for SCPO.
   - If assigned to a TOC/MTOC, shall be Watch Officer qualified.
   - If assigned to the Fleet Replacement Squadron (FRS), shall be FRS Instructor qualified
   - If assigned instructor duty, shall be designated 805A NEC and attain Master Training Specialist (MTS) qualification.
   - Documented utilization of advanced in-rate qualifications and subject matter expertise
Positional Instructor (ACTC Level 400)
NATOPS Instructor (NI or ANI)
NATOPS Evaluator (NE or FNE)
CRM Instructor
Fleet Replacement Squadron (FRS) Instructor
Fleet Instructor Under Training (FIUT) Instructor
Weapons and Tactics Instructor (WTI/ACTC Level 500)

- Excelling in leadership position with documented leadership in development of subordinates to further command mission and vision.
- Due consideration should be afforded to those who have demonstrated successful leadership as Detachment/Exercise LCPO/SELS.
- Favorable consideration should be given to those individuals who have made significant contributions to improvements of the AWO rating as well as professional development of Junior AWOs; PQS development and conference member, NATOPS development and conference member, and TACTIP involvement as these efforts contribute significantly to the enhancement of the AWO rate’s combat effectiveness.
- Command Collateral Duty with documented impact to command mission, retention and morale
- Command CPO Mess/CPOA involvement
- CPO 365 Phase I/II/Sailor 360 involvement (committee lead or alternate/selectee sponsor)

Considerations for advancement from E8 to E9

Selected Reserve (SELRES) Naval Aircrew ratings are compressed at the Master Chief level and Senior Chief Petty Officers will compete amongst qualified candidates in the AWO, AWS, AWR and AWO ratings for advancement to AWCM.

1. Sea Assignments (all)
- Shall be Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist qualified (EAWS)
- If assigned to a squadron, shall hold positional qualifications in aircraft – Crew Chief, Flight Engineer, Loadmaster, Sensor 1, Sensor 3, AAW, EWO, MPO, Search and Rescue Swimmer and maintain currency and flight hours.
- If assigned to SEAL Team billet, qualified as UAS Operator
- If assigned to a TOC/MTOC as an AWR/AWO, shall be Watch Officer qualified.
- Excelling in leadership position as Senior Enlisted Leader (SEL) or Department Leading Chief Petty Officer (LCPO) with documented leadership in development of subordinates to further command mission and vision.
- Strong consideration for AWFs with maintenance related experience (ie. SFF, FSQAR, CDQAR)
- Strong Consideration for AWRs Squadron Weapons Tactics Instructors (SWTI/WTI)
- Strong Consideration for AWOs with documented utilization of advancedquals (ie. NATOPS Instructor/Evaluator, Fleet Replacement Squadron (FRS) Instructor, Fleet Instructor Under Training (FIUT) Instructor, Positional Instructor (ACTC Level 400), and Weapons and Tactics Instructor (WTI/ACTC Level 500).
- Strong Consideration for AWOs with significant contributions to improvements of the AWO rating to include PQS development and conference member, NATOPS development and conference member, TACTIP involvement, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements, SEASOAG member, and Rating/Platform advisory, task, and working groups as these efforts contribute significantly to the enhancement of the AWO rate’s combat effectiveness.
- Leader in the Chief Petty Officer Mess
- CPO 365 Phase I/II involvement/Sailor 360 – teaching peers and leading a committee
- Command Collateral Duty with documented impact to command mission, retention and morale
- Should be a graduate of the Senior Enlisted Academy (NAVADMIN 266/14 – All SCPOs selected in FY-17 and later, graduation from a Service SEA is a prerequisite for promotion to MCPO)

2. Shore Assignments (all)
- Shall be Naval Aircrew Warfare Specialist (NAC) qualified
- Shall be Enlisted Aviation Warfare Specialist qualified (EAWS)
AWO CAREER PATH
SELECTED RESERVE (SELRES)

- If assigned to a squadron, shall hold positional qualifications in aircraft – Crew Chief, Flight Engineer, Loadmaster, Sensor 1, Sensor 3, AAW, EWO, MPO, Search and Rescue Swimmer and maintain currency and flight hours.
- If assigned to a TOC/MTOC as an AWR/AWO, shall be Watch Officer qualified.
- Excelling in leadership position as Senior Enlisted Leader (SEL) or Department Leading Chief Petty Officer (LCPO) with documented leadership in development of subordinates to further command mission and vision.
- Strong consideration for AWFs with maintenance related experience (ie. SFF, FSQAR, CDQAR)
- Strong Consideration for AWRs Squadron Weapons Tactics Instructors (SWTI/WTI)
- Strong Consideration for AWOs with documented utilization of advanced quals (ie. NATOPS Instructor/Evaluator, Fleet Replacement Squadron (FRS) Instructor, Fleet Instructor Under Training (FIUT) Instructor, Positional Instructor (ACTC Level 400), and Weapons and Tactics Instructor (WTI/ACTC Level 500).
- Strong Consideration for AWOs with significant contributions to improvements of the AWO rating to include PQS development and conference member, NATOPS development and conference member, TACTIP involvement, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements, SEASOAG member, and Rating/Platform advisory, task, and working groups as these efforts contribute significantly to the enhancement of the AWO rate’s combat effectiveness.
- Leader in the Chief Petty Officer Mess
- CPO 365 Phase I/II involvement/Sailor 360 – teaching peers and leading a committee
- Command Collateral Duty with documented impact to command mission, retention and morale
- Should be a graduate of the Senior Enlisted Academy (NAVADMIN 266/14 – All SCPOs selected in FY-17 and later, graduation from a Service SEA is a prerequisite for promotion to MCPO)