



OS CAREER PATH (SW)



Operations Specialists (OS). OSs operate RADAR, navigation and communication equipment in the Combat Information Center (CIC) aboard ship. The air, surface, and subsurface tactical situations are plotted, observed, evaluated and communicated in CIC. No two OSs will have the same career pattern; however, on average, the successful OS will complete these career milestones in about the same sequence.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	OSCM	21.9 Yrs	CSEL, SEA Facilitator	36	4 th Shore Tour Billet: CSEL, Fleet Training Command, Admin/Operational Staff, Dept LCPO. Duty: CSEL, ATG, ATRC, CSCS, CSFTL/CSFTP, OS "A" School, AERR Qualification: ATS/MTS, Combat Systems Team Lead/Warfare Assessor, Training Liason Officer SEA, CDO
23-26	OSCM OSCS	21.9 Yrs 18.0	CSEL, DLCPO, STAFF	48	4 th Sea Tour Billet: CSEL, DLCPO, 3M, Staff CSEL, Admin/Operation Staff, DLCPO, Det LCPO Duty: AAMDS, CG, CVN, LHD, LHA, ESG, Staff (CSG/DESRON/NECC, NSW) Qualification: CSEL, TAO, ICO, CDCWO, CICWO
20-23	OSCM OSCS OSC	21.9 Yrs 18.0 14.5	CWO, CSEL, CMDCS	36	3 rd Shore Tour Billet: ECM/TECHAD, Admin/Operational Staff, LCPO. Duty: BUPERS, ATG, CSCS, Fleet Training Command. Qualification: MTS, ATS. CSEL, SEA, CDO/ACDO, ADWC, AAWC, SUWC, Warfare Coordinator
16-20	OSCS OSC OS1	18.0 Yrs 14.5 9.5	LDO, CWO, OCS, MECP, CSEL, RDC, Recruiting, Instructor, AAMDS	48	3 rd Sea Tour Billet: AICS, ASTACS, Dept/Div LCPO, CICWO, USTAC, CSSE, LCAC Oper, Admin/Operation Staff Duty: Ship, Craft Unit, CCSG, CVW Staff (CSG/DESRON/ESG) Qualification: CSEL, SEA, CICWO/CDCWO, Warfare Coordinator CSTT, Navigator, Craft Master, EKMS Manager, ICO



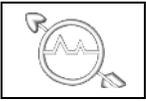
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12-16	OSC OS1	14.5 Yrs 9.5		36	2 nd Shore Tour Billet: LCPO/LPO. Duty: Fleet Training Command (ATG, ATRC, CSCS, CSFTL/CSFTP, A School), Admin/Operational Staff Recruiting, RDC, FACSFAC, SSCPAC. Qualification: GCCS WO, ICO, FNS, MTS, ATS, SDO, CRICO, ADWC, AAWC, SUWC
8-12	OS1 OS2	9.5 Yrs 3.7		60	2 nd Sea Tour Billet: LPO, WCS, Air Controller, LCAC Navigator, Ship, Craft Unit, Staff (CSG/DESRON/ESG). Qualification: GCCS Oper./WO, COP ADV, TDC, LPO, Watch Sup, Watch Officer
4-8	OS2 OS3	3.7 Yrs 2.2	STA-21, OCS, MECP, RDC, Recruiting, Instructor	36	1 st Shore Tour Billet: Admin/Operational Staff Duty: Instructor, Recruiting, RDC FACSFAC, SSCPAC, GAAC. Qualification: GCCS, TDC, ATS, MTS, MRICO, ASDO
1-4	OS3 OSSN	2.2 Yrs 1.1	STA-21, OCS, MECP, Naval Academy, NROTC	54	1 st Sea Tour Billet: Operator. Duty: Ship. Qualification: RADAR Oper, Track Sup, Watch Sup, GCCS Oper, TDC, SCAC, Shipping, Piloting, Air Controller
1+/-	OSSN OSSA Accession Training	9 Months		N/A	Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command

Notes:

1. "A" School NOT required.
2. Tour at BUPERS 3 as an Enlisted Community Manager (ECM) are for high-performing E8s or E9s. It is a highly competitive tour requiring thorough understanding of the Rating and manning and manpower policies. ECMs handle multiple Ratings affecting tens of thousands of Sailors, adjudicate Career Waypoints applications, develop and present advancement quotas, school quotas, accession and strength policies and initiatives for community health. Special consideration should be taken if SCVM is fulfilling and has documented performance in this position.
3. Tour at PERS as an "OS" Rating Detailer It is a highly competitive tour requiring thorough understanding of the Rating, manning and manpower policies. Special consideration should be taken if SCVM is fulfilling and has documented performance in this position.



OS CAREER PATH (SW)



4. Harbor Pilot, LCAC Navigator and Craftmaster is a special program that requires an arduous and extended training program to qualify, with billets that have increased responsibility.
5. Consideration should be given to sailors who have displayed sustained superior performance while serving in Naval Special Warfare (NSW) assignments. These assignments include but are not limited to Naval Special Warfare Command, NSW Groups, NSW Units, SEAL Teams, Boat Teams and NSW Logistical Support Units. Such assignments may not be typical of the traditional career path, yet still provide unique leadership and career enhancing opportunities valuable to a well-rounded naval career.

Considerations for advancement from E6 to E7

1. Sea Assignments (all)

- Should be LPO or Work Center Supervisor
- ESWS or any warfare devices available at current command
- Should be qualified Piloting, Shipping, Watch Officer (BATTLE, BMD, CDC, CIC, TOP)
- Should be Qualified Warfare Coordinator (AAWC, ADWC, ASUWC)
- **Advanced Qualifications (AICS, AIC, ASTAC, ICO, LCAC Navigator)
- Should be Qualified CIC/CDC Team Member (ASW, BMD, LRTT, NSFS, RADNAV/Sea & Anchor Team, SAR)
- Qualified Training Team Member with documented performance (ATTT, CSTT, DCTT, SNTT/STT, ITT, LCCTT)
- Documented Command Collateral Duty performance (Watch Bill Coordinator, CFL, Career Counselor, DAPA, SAPR)
- Documented FCPOA performance whether elected position or involvement Sailor 360 involvement
- Documented Sailor 360 performance whether elected position or involvement
- CICWO, ADWC/AAWC, SUWC Qualified
- Assistance Watchbill Coordinator

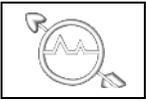
2. Shore Assignments (all)

- Training Commands (Afloat Training Group, AEGIS Training and Readiness Center, Center for Surface Combat Systems, Expeditionary Warfare Training Group, Navy Expeditionary Combat Command, Navy Education and Training Command)
- Detailer
- RDC (Should attain MTS at completion-all ranks)
- Recruiter (should be LPO)
- Training Teams (NFMT/CSCS/EWTG/NECC/NETC)
- ATG (ATS/MTS completion)
- Instructor Duty, Course Curriculum Model Manager (C2M2) or equivalent (Shall attain MTS qualification, if assigned to Afloat Training Group Command shall attain ATS qualification)
- Documented FCPOA/Sailor 360 performance whether elected position or involvement
- Documented Command Collateral Duty performance (ATS/MTS Coordinator, CFL, Career Counselor, DAPA, MWR, SAPR)
- OOD (I/P) or Staff Duty Officer

Considerations for advancement from E7 to E8

1. Sea Assignments (all)

- Should be Div, Det or Dept LCPO
- Should be qualified Piloting and Platform Specific Watch Officer (BATTLE, BMD, CDC, CIC, TOP)
- Should be qualified Platform Warfare Coordinator (AAWC, ADWC, ASUWC, FNS)
- Should be qualified Command Training Team Leader (CSTT, ITT, LRTT, SNTT/STT, LCCTT) with documented performance



OS CAREER PATH (SW)



- Section leader, and other outside the normal scope (ie ATTWO)
- ESWS or any warfare devices available at current command
- Documented CPO/CPOA involvement whether elected official or involvement CPOA involvement
- Documented Command Collateral Duty performance (CFL, CMEO, CRT, DAPA, MWR, SAPR)
- Documented Sailor 360 involvement whether elected position or involvement
- Enlisted watchbill coordinator/Section Leader
- Senior Enlisted Section Leader (SESL) (CVN)

2. Shore Assignments (all)

- Detailer, Rating Specialist
- TYCOM or ISIC assignment (Force "OS"/AIC/DESRON ASTAC)
- Instructor Duty, Div LCPO of Instructors (should attain MTS)
- Fleet Area Control and Surveillance Facility (MRICO, ICO, OPAREA Scheduler)
- LCPO OS "A" School/"C" School
- RDC
- Training Teams (NFMT)
- ATG (CSTL)
- CDO Qualified
- Documented FCPOA/Sailor 360 performance whether elected position or involvement
- Documented Command Collateral Duty performance (ATS/MTS Coordinator, CFL, Career OOD (I/P) or Staff Duty Officer

Considerations for advancement from E8 to E9

1. Sea Assignments (all)

- Dept or Det LCPO/Senior Enlisted Advisor (Aegis Ashore/Staff)
- Should be qualified Platform Specific Watch Officer (BATTLE, BMD, CDC, CIC, TOP)
- Should be qualified Force or Platform Specific Warfare Coordinator (AAWC, ADWC, ASUWC, FNS)
- TAO, Section Leader, and other outside the normal scope (ie ATTWO).
- Qualified Air Controller (AIC, AICS, ASTAC, SENIOR ASTAC) with documented performance
- ESWS or any warfare devices available at current command
- Should be qualified CSTT/ITT/LRTT/SNTT/LCCTT Leader. Repair locker leader or other Damage Control organization involvement
- CPO/CPOA Leadership Position with documented impact
- SAILOR 360 Leadership Position with documented impact
- Documented Command Collateral Duty performance (Acting CMD/CSEL, CFL, CMEO, DAPA, MWR, SAPR)
- Battle Watch Captain with documented impact
- Enlisted Senior Watchbill Coordinator with documented performance

2. Shore Assignments (all)

- DLCPO/SEL at large training command
- Head Detailer/Special Programs/ECM Tech Ad
- Sailor 360 involvement
- ATG/NFMT
- TYCOM
- RDC
- CDO Qualified, or Staff Duty Officer