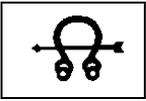


**STG CAREER PATH
(SW)**



| SONAR Technicians (STG). STGs are responsible for operating SONAR systems, underwater fire control systems, and supporting equipment on surface ships such as destroyers and cruisers. STGs are also responsible for undersea surveillance, and aid in safe navigation and search-and-rescue operations. They use equipment to detect, analyze and locate targets of interest. | | | | | |
|--|--------------------------|--------------------------------|---|-----------------------|---|
| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO PROMOTE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
| 25-30 | STGCM | 22.5 Yrs | CSEL, Enlisted Comm Mgr | 36 | 4 th Shore Tour Billet: DETAILER, INSTRUCTOR, ASW OPS MGR, TRNG MGR Duty: CNSL/CNSP, UWDC, NPC, ATG, NOPF, ACINT MGR., FLTASWTRACEN |
| 21-25 | STGCM STGCS | 22.5 Yrs 18.9 | CSEL, CWO | 36 | 4 th Sea Tour Billet: STAFF STG, ACINT, DLCPO, ASW OPS MGR, SURTASS Duty: DESRON, ONI, CRUDES, CVN Qualification: ASWC, SUWC, ACINT, WO, SMC/ASMC |
| 18-21 | STGCM STGCS STGC | 22.5 Yrs 18.9 15.7 | CWO, CSEL, Instructor, Senior Enlisted Academy, Enlisted Comm Mgr, Detailer | 36 | 3 rd Shore Tour Billet: ECM, DETAILER, ACINT DLCPO, SENIOR INST. Duty: UWDC, CUS/NOPF, NPC, FLTASWTRACEN, ATG, CSCS, TSC, ONI, LCSRON. Qualification: ACINT, ATS/MTS, WO, TC |
| 15-18 | STGCS STGC | 18.9 Yrs 15.7 | CWO, CSEL, Senior Enlisted Academy | 48 | 3 rd Sea Tour Billet: LCPO, DLCPO, ASW OPS MGR Duty: CRUDES, SURTASS, ONI, LCS, CVN. Qualification: SONAR SUP., ASWC, SUWC, ACINT, DSO/CSM, TC, SMC/ASMC, CV-TSC WATCH SUP |
| 12-15 | STGC STG1 | 15.7 Yrs 7.6 | LDO, CWO, ACINT, Instructor, RDC, Recruiter, Detailer | 36 | 2 nd Shore Tour Billet: LCPO, INSTRUCTOR, ACINT, DETAILER, RECRUITER, RDC, ACOUSTIC ANALYST. Duty: FLTASWTRACEN, CSCS, TSC, CUS/NOPF, NRD, RTC, ATG, NPC, LCS/DIVRON, CV-TSC Qualification: WATCH SUP., ACINT, MTS, ATS, TC |



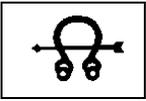
**STG CAREER PATH
(SW)**



| YEARS OF SERVICE | CAREER MILESTONES | AVERAGE TIME TO PROMOTE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | SEA/SHORE FLOW | TYPICAL CAREER PATH DEVELOPMENT |
|-------------------------|--|--------------------------------|--|-----------------------|--|
| 9-12 | STG1 STG2 | 7.6 Yrs 3.5 | LDO, OCS, MECP, ACINT | 54 | 2 nd Sea Tour Billet: LPO, SONAR SUP. Duty: CRUDES, SURTASS, CVN, LCS. Qualification: SONAR SUP, ASWC, TACCO, TC, CSOOW |
| 6-9 | STG2 | 3.5 Yrs. | STA-21, OCS, MECP, Instructor, RDC, Recruiter | 36 | 1 st Shore Tour Billet: Instructor, RDC, Recruiting, RMC/Tech Rep, CUS/NOPF. Duty: FLTASWTRACEN, CSCS, TSC, RTC, NRD, LTF, Acoustic Analysis Qualification: MTS, ATS, TR/PSO |
| 2-6 | STG2 STG3 | 3.5 Yrs 1.7 | STA-21, Naval Academy | 54 | 1 st Sea Tour Billet: ASW Operator, ASW Technician, Acoustic Analyst, CV-TSC OPERATOR/TECH. Duty: CRUDES, SURTASS, CVN, LCS. Qualification: SAWO, FIRE CONTROL OP, TSO, WCS, Area Sup, TR, ASO/PSO, CSMC |
| 1+/- | STG3 STGSN STGSA Accession Training | 1.3 Yrs | | | Recruit "A" and "C" School |

Notes:

1. "A" School and Security Clearance is required.
2. Deployable Sea and Land components located in the 7th Fleet AOR, 6th Fleet AOR and 5th Fleet AOR are extremely arduous with deployable units being out of homeport well above CONUS average.
3. Instructor Duty and Training Support Center billets can prevent a member from being in a leadership position. This fact is due to the sheer number of Chief Petty Officer and First Class billets at schoolhouses/TSC.
4. Tours at NPC and BUPERS require special screening and are highly competitive in nature.
5. Acronyms
 - a. CV-TSC- Aircraft Carrier-Tactical Support Center
 - b. SONAR- SOund NAvigation and Ranging
 - c. TACCO = Tactical Coordinator Operator (CV-TSC)
 - d. TSO- Tactical Sensor Operator (CV-TSC)
 - e. USW-DSS = Undersea Warfare Decision Support System.



STG CAREER PATH (SW)



The CNO sponsored ACINT Specialist Program is comprised of one NEC, (708B) with the following duties and responsibilities:

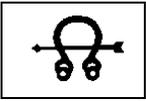
ACINT Specialist (708B) E6-E9. CNO sponsored, closed loop, special program within Naval Intelligence Community. ACINT Specialists serve as an ASW advisor to Commanding Officers of Surface Ships, Submarines, Strike Group ASW Commanders, and CTF staff they are responsible for providing operational tactical Acoustic Intelligence (ACINT) support. Through extensive training, experience, and knowledge of worldwide naval platform acoustics, tactics, and operational capabilities, ACINT Specialists are required to make sound tactical recommendations to Commanding Officers and supported Commanders during operations vital to national security.

1. The nature by which the ACINT Specialist Program recruits candidates at the E-6 or junior E-7 level often precludes them from serving as a LPO/LCPO at sea. The very fact that they completed required special screening and were selected as an ACINT Specialist candidate identifies them as exceptionally high-performing SONAR Operators as directly observed by a seasoned ACINT Specialist under arduous real world at sea conditions.
2. The degree of responsibility given to a qualified independent duty ACINT Specialist is extraordinary. The ACINT Specialist is a direct advisor to the Commanding Officer, Commodore, or Flag ASW Commander on all matters relating to ship's/force positioning/posture to optimize acoustic collection and detection. Additionally, the ACINT Specialist provides real-time analysis of acoustic signatures to provide the commander with the most accurate tactical assessment of the contact's operations and tactics.

ACOUSTIC INTELLIGENCE (ACINT) SPECIALIST PROGRAM SELECTION BOARD INFORMATION SHEET

Key Points:

1. ACINT Specialists are handpicked from exceptionally high-performing Fleet Sonar Technicians. This CNO special program requires that only the most competent candidates exhibiting potential to execute expected responsibilities be accepted.
2. ACINT Specialist duty is voluntary and conducted under extremely arduous conditions.
3. Upon completion of a highly rigorous and intense 18-24 month qualification program, an individual is qualified for independent duty as an ACINT Specialist.
4. ACINT Specialists are the recognized ASW advisors throughout the Navy in all facets of ASW acoustic matters and tactical operations.
5. Commodores and Commanding Officers continually cite ACINT Specialist's ability to provide mentoring and a strong example of leadership to all levels of their crew, along with being the integral component in successful ASW operations.
6. ACINT Specialists are managed as a community, but advance within their source rating.
7. Effective ACINT Specialist Program Sea/Shore rotation computes to 72/36.
8. ACINT Specialists comprise a very small specialized community (less than 1% of the rating). Consequently, members may be detailed involuntarily because of the needs of the program. The result: Career paths may not fit standard Sea/Shore rotation.



STG CAREER PATH (SW)



The Littoral Combat Ship (LCS) is a Sea Special Program that uses a Train to Qualify (T2Q) concept. These Sailors will be in a T2Q (ACC 106) status while they receive the unique training required to fill these hybrid billets. LCS' hybrid billets require significant training time, up to 18 months. Periodic and transfer evaluations while in T2Q will normally be "Not Observed" or will lack competitive rankings. T2Q time does not count against sea tour requirement. Sea shore flow may appear abnormal due to significant training time required. "Off-hull" time is used for unit level training, qualification, technical schools, and leave. Unplanned losses may cause a Sailor to transfer from one crew to another crew and should not be seen as negative.

a. Shore duty

- COMLCSRONONE and COMLCSRONTWO are the LCS ISIC's and are responsible to train and certify crews in most mission areas. ISIC training teams are similar to Afloat Training Group (ATG) in their scope of responsibility to train and certify.
- LCS is not a closed-loop community. Transferring from sea to shore, or shore to sea, is highly desirable because it recycles experience within the program.
- The Littoral Training Facility (LTF) provides the unit level training that is traditionally conducted during basic and intermediate phase. LTF scores are equivalent to ATG level warfare area drills and inspections.

b. Mission Packages

- Per CNO direction, Surface Warfare (SUW), Antisubmarine Warfare (ASW), and Mine Warfare (MIW) Mission Packages permanently merged with "core" crews. This will reflect as a mid-tour UIC shift and is not derogatory.
- Before the merger, Mission Packages were independent from the crew with their own OIC and SEL, similar to deployed helicopter detachments. Any qualification of crew watch stations (DSO, CSM) was outside of their normal scope of duty.

c. Watch equivalents and acronyms

- CSM – Combat Systems Manager (only on the Independence variant. LCS-2, LCS-4, LCS-6, LCS-8 etc.). CSM combines the duties of SUWC, EW Sup, RSC, and CSRO.
- DSO – Defensive Systems Operator (only on the Freedom variant, LCS-1, LCS-3, LCS-5, LCS-7 etc.). DSO combines the duties of SUWC, EW Sup, RSC, and CSRO.
- GCO – Gun Console Operator
- JOOD – Significant responsibility in LCS due to limited number of underway bridge watchstanders.
- MPC – Mission Package Coordinator
- MPCE – Mission Package Computing Environment

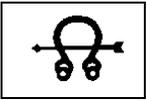
Undersea Surveillance System (IUSS) is a community that comprises both a shore and a sea component. Their mission is to support antisubmarine warfare command and tactical forces by detecting, classifying, and providing timely reporting of information on submarines and other contacts of interest.

a. Shore duty

The shore duty sites consist of Commander Undersea Surveillance (CUS), which is the ISIC for all of IUSS. They are responsible for the development of training, doctrine and certification of both the shore and sea components. The subordinate sites are CUS Operational Center (CUS OPCONCEN), Naval Ocean Processing Facility (NOPF) Dam Neck and Whidbey Island, and various shore Surveillance Towed Array Sensor System (SURTASS) support sites throughout the world. These sites are manned 24/7, providing acoustic cueing to operating and supporting forces and continuous maritime surveillance for homeland security.

b. Sea duty

The sea component is located at NOPF Whidbey Island and is made up of several detachments that deploy on SURTASS vessels throughout the world. While onboard, the watch floor is manned 24/7 providing



STG CAREER PATH (SW)



acoustic cueing to theater ASW Commanders. The qualifications that are required on CRUDES ships are not available on SURTASS.

- c. Watch equivalent for shore NOPF/CUS OPCONCEN
 - Tactical Coordinator (TC) - Combines job of ASWE and ASWC, without batteries release authority.
 - Watch Supervisor (WS) - Equivalent to SONAR SUP.
 - Tracker Reporter (TR) - Equivalent to UCFS/UB. Personnel must have successfully qualified as IUSS Tracker Reporter prior to attending the Integrated Undersea Surveillance System (IUSS) Journeyman course.
 - Passive Sensor Operator (PSO) - Equivalent to sensor operator.

- d. Watch equivalents for sea component/SURTASS
 - SURTASS Mission Commander/Assistant Mission Commander (SMC/ASMC)- Equivalent to an OIC
 - Tactical Coordinator (TC) - Combines the jobs of a SONAR SUP, ASWE, and ASWC, without batteries release authority.
 - Tracker Reporter (TR) - Equivalent to UCFS/UB. Personnel must have successfully qualified as IUSS Tracker Reporter prior to attending the Integrated Undersea Surveillance System (IUSS) Journeyman course
 - Passive Sensor Operator (PSO)/Active Sensor Operator (ASO) – Equivalent to sensor operator

Key point:

Due to the specialized mission of IUSS and based on NEC requirements, Sailors are required to re-tour in the IUSS community in order to obtain the 715B NEC. Though not a closed-loop community, transferring from sea to shore, or shore to sea inside of UISS, is highly desirable and sometimes required because it recycles experience within the program. Due to these factors, staying in the IUSS community should not be considered a negative factor or detractor.

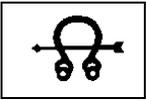
1. Surface Ship ASW Specialist (SSAS) (V44B) E7-E9. SSAS's are selected Sonar Technician's that serve as the lead ASW SME onboard ASW Capable Combatants (CRUDES), LCS, CVN's and DESRON's. Post sea duty assignments they train and certify the sea component commands while assigned to CSCS, ATG, and UWDC.

a. They are responsible for the tactical exploitation of U.S. export/foreign surface ships and submarine capabilities and characteristics, and have an in-depth knowledge of the tactical implementation of selected U.S. and foreign weapons systems. They aid in valid tactical recommendations and utilization of available assets. The skills acquired as a SSAS are utilized on various SONAR equipment under all conditions of readiness.

b. They are responsible for preparation of ASW operations, direction on threat interpretation , proper SONAR sensor use and employment, analysis, and classification of received acoustic signals. The SSAS is critical to the evaluation of Target Motion Analysis (TMA), contact management and SONOBUOY localization, post-mission analysis, data collection, initial reconstruction, and management and completion of ASW Afloat Self-Assessment check sheets.

2. Sea Duty: (CRUDES, LCS, CVN). The SSAS, usually the senior STG, serves as the principal advisor for the ASW division and warfare area. In addition to the duties noted above, the SSAS is responsible for the training and execution of all ASW operations within the lifelines of the assigned platform to include administration (WQSB, WTRP, schools), training (CSTT, EAP, SIPRTOP), program management (SONAR logs, ASTAC program, OTTO fuel, quiet ship, QUAL/CERT, weapons), SONAR System operational readiness (all systems/3M). As the DESRON SSAS, they ensure all CRUDES platforms within the DESRON are fully trained and operational. As the DESRON SSAS, they are critical in the mission planning and execution of all ASW operations within the DESRON and Strike Group.

a. Shore Duty: (CSCS Det., ATG, UWDC). After a successful tour as an afloat SSAS, their skillset as a SSAS are utilized in the fleet at various training commands as instructors, assessors, and course managers. Training commands include CSCS ("A" and "C" schools, system operator and maintenance courses, Journeyman, Team



STG CAREER PATH (SW)



Trainers, SSAS), ATG (basic unit level training and USW Certification) and UWDC (intermediate training and final DESRON/Strike Group USW certification). Though ATG and UWDC are both shore duty commands, the STG's/SSAS stationed there have an extensive underway and travel schedule.

In addition to the above career path, an STG is advanced due to their proven leadership, qualifications and performance against competition, regardless of billet assigned.

Considerations for promotion from E6 to E7

Sea Assignments (all)

- Manning structure aboard a ship limits opportunity to serve in LPO positions
- Qualified (I/P) OOD, Duty Dept. Head; (U/W) SONAR SUP, QUAL CERT, TOC Watch SUP (CVN)
- Advanced Qualifications (I/P) ATTWO, CSOOW; (U/W) ASWC, USW-DSS/CDC Watch Officer (CVN)
- Achieve all Warfare qualifications available at command
- DESRON (I/P) SDO, (U/W) Staff Tactical Watch Officer
- Training Team member (Primary CSTT Technical and Tactical) (ATTT, VBSS, and ITT)
- SURTASS (Qualified: Tactical Coordinator)(Earn IUSS qualification)
- Asst. Command Collateral for major program with documented impact
- Active First Class Mess involvement with documented impact
- Sailor 360 involvement, preferably leading a committee

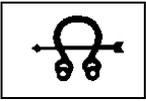
Shore Assignments (all)

- STG "A" or "C" School Instructor/Course Supervisor/CSCS Det. (MTS during tour); Advanced Qualification: Training Manager
- CUS/NOPF (Earn IUSS qualification) (Qualified: Watch Supervisor (NOPF)) (Advanced Qualification: Tactical Coordinator/Watch Officer)
- TSC- Barracks LPO (NMTI with MTS during tour)
- ATG (ATS during tour)
- RDC (MTS during tour)
- Enlisted Recruiter
- Asst. Command Collateral for major program with documented impact
- Active FCPOA involvement with documented impact
- Sailor 360 involvement, preferably leading a committee

Considerations for promotion from E7 to E8

Sea Assignments (all)

- Successful Divisional LCPO tour (LCPO/Surface ASW Specialist) at an operational command
- DESRON (I/P) SDO/ACDO, (U/W) Staff Tactical Watch Officer
- Achieve all Warfare qualifications available at command
- Qualified (I/P) Section Leader; (U/W) ASWC, TOC Watch SUP & USW-DSS Watch Officer (CVN), SMC/ASMC (SURTASS)
- Advanced Qualifications (I/P) ATTWO, CSOOW; (U/W) SUWC, CDC Watch Officer (CVN)
- Training Team Member/Lead (Primary CSTT Technical and Tactical) (ATTT, VBSS, and ITT), 3MTT (CVN)
- Command Collateral with documented impact
- Active CPO Mess involvement with documented impact
- Sailor 360 involvement and leading a committee



STG CAREER PATH (SW)



Shore Assignments (all)

- Course Instructor/Supervisor/Training Manager at STG “A” or “C” School/ CSCS Det. (MTS during tour) ; Advanced Qualification: Training Manager
- CUS/NOPF (LCPO (CUS), Tactical Coordinator (NOPF)) (Earn IUSS qualification) (Qualified: Tactical Coordinator) (Advanced Qualification: Watch Officer)
- TSC- Barracks LCPO (NMTI with MTS during tour)
- Waterfront Trainer and Assessor ATG (ATS during tour)
- UWDC (Qualified Trainer/Assessor)(MTS during tour)
- SMWDC (Team Lead)
- RMC Maintenance Technician and Trainer
- NPC (Detailer)
- RDC (MTS during tour)
- Command Collateral with documented impact
- Active Mess/CPOA involvement with documented impact
- Sailor 360 involvement and leading a committee
- Qualified Assessor, ACDO/CDO/SDO

Consideration for promotion from E8 to E9

Sea Assignments (all)

- Successful Dept. LCPO tour at an operational command
- Achieve all Warfare qualifications available at command
- Completed SEA or service equivalent academy
- Qualified (I/P) Section Leader; (U/W) SUWC, CDC Watch Officer (CVN)
- Advanced Qualifications (I/P) CDO, Senior Enlisted Section Leader (CVN), Senior Enlisted Watch Bill Coordinator; (U/W) CICWO, TAO (CVN), SMC/ASMC (SURTASS)
- Training Team Lead (CSTT Technical/Tactical), 3MTT (CVN)
- SURTASS (Qualified: Mission Commander)
- DESRON (I/P) SDO/ACDO, (U/W) Staff Tactical Action Officer
- Major command collateral with documented impact
- Active CPO Mess (with documented leadership and involvement)
- Sailor 360 involvement and Leader/Coordinator

Shore Assignments (all)

- Training Manager/ Lead Instructor/ Maintenance Lead at STG “A” or “C” School/CSCS Det. (MTS during tour, MTS Program Coordinator) (Code LCPO, Assistant Director of Training – ADOT)
- Waterfront Trainer and Assessor ATG (Team Lead, ATS during tour, ATS Program Coordinator)
- CUS/NOPF (DLCPO (CUS) Tactical Coordinator (NOPF) (Earn IUSS qualification) (Qualified: Watch Officer) (Advanced Qualification: Watch Officer)
- TSC- Dept. LCPO (NMTI with MTS during tour)
- UWDC (Qualified Trainer/Assessor) (Team Lead/NUWTAC Coordinator, DLCPO)(MTS during tour)
- SMWDC (Team Lead)
- BUPERS (ECM/ TECHAD)
- NPC (Lead Detailer)
- RDC (MTS during tour)
- SURFOR/PAC/LANT
- Qualified Assessor, ACDO/CDO/SDO/AOIC
- Major command collateral with documented impact
- Active Mess/CPOA involvement with documented impact
- Sailor 360 involvement and Leader/Coordinator