



AZ CAREER PATH
SELECTED RESERVES (SELRES)



Aviation Maintenance Administrationmen (AZ) perform a variety of clerical, administrative and managerial duties necessary to keep aircraft maintenance activities operating efficiently. The rating requires close communication with all other aviation maintenance ratings					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AZCM	25.33 Yrs	CSEL, 8CMC	(Note 1-6)	
23-26	AZCM AZCS	25.33 Yrs 18.33	CSEL, 8CMC/8CSC/ SEA Faculty Advisor	(Note 1-6)	Billet: MMCPO/MSCPO/Staff LCPO/Production LCPO/ SEL/CSEL/QAS/QAO/SEA FACULTY ADVISOR Duty: AMMT/SQD/ECH IV Qualification: SFF/SFM
20-23	AZCM AZCS AZC	25.33 Yrs 18.33 13.65	CWO, CSEL, 8CMC/8CSC, ECM, Rating Detailer, Instructor	(Note 1-6)	Billet: MMCPO/MSCPO/Staff LCPO/Production LCPO/ SEL/CSEL/QAS/QAO/ACOR/ TPOC/GGFR/GGR/OPS LCPO Duty: PERS/TYCOM/ECH IV /FRC/NRC/RESFOR/FRS/ NAVAIR/NAVMAC/STAFF Qualification: SFF/SFM/EAWS/Six Sigma Lean
16-20	AZCS AZC AZ1	18.33Yrs 13.65 8.77	OCS, CWO, CSEL, 8CSC	(Note 1-6)	Billet: Maint LCPO/Dept LCPO/QAO/QAS/CSEL/LPO Duty: AMMT/SQD/SAU Qualification: EAWS/SFF/SFM
12-16	AZCS AZC AZ1	18.33 Yrs 13.65 8.77	OCS, LDO, CWO, CSEL, RDC, Command Climate Specialist, Instructor Duty	(Note 1-6)	Billet: Instructor/LCPO/ MC/PC/LPO/ACOR/TPOC/ GGFR/GGR Duty: FRS/FRC/TYCOM/ECH IV/STAFF Qualification: EAWS/SFF/SFM/Six Sigma Lean
8-12	AZC AZ1 AZ2	13.65 Yrs 8.77 3.35	OCS, LDO, CSEL	(Note 1-6)	Billet: LCPO/MC/ L&R/LPO/SUP/DBA/CTPL/O PS Admin/Maint Admin Duty: SQD/AMMT/SAU Qualification: MC/PC/Phase Coord/SFF/SFM/EAWS
5-8	AZ1 AZ2 AZ3	8.77 Yrs 3.35 2.07	STA-21, LDO, RDC, Instructor Duty	(Note 1-6)	Billet: Instructor/MC/PC/ NALCOMIS DBA/L&R/CTPL/ Maint Admin Clerk/LPO/SUP Duty: FRS/FRC/ECH IV Qualification: EAWS/Six Sigma Lean



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
1-5	AZ2 AZ3	3.35 Yrs 2.07	STA-21, OCS	(Note 3-6)	Billet: MC/L&R/CTPL/OPS Admin/Maint Admin Duty: SQD Qualification: NEC/EAWS
1+/-	AZAN AZAA Accession Training	9 Months		(Note 3-5)	Recruit Training (8 weeks)'/A' School (8 weeks).

Notes:

1. Detailing at this paygrade is based on force requirements/availability.
2. Detailing at this career point can be either sea or shore based on force detailing requirements/availability.
3. "A" School is not required. QPJ/QPA shall be completed at every platform available.
4. AZ Rating requires a DONCAF adjudicated security clearance and is not waivable.
5. For SELRES there is no established sea/shore rotation due to nature of contract requirements.
6. Timelines for attaining NECs vary due to nature of training, funding, and mission requirements.

NECs held:

- 805A: Instructor (NR Ind: R)
- 724B: Aviation Maintenance Material Control Master Chief (NR Ind: A)
- 770B: Aviation Maintenance/Production Chief (NR Ind: A)
- F01A: F-18 Automated Maintenance Environment Operator (NR Ind: A)
- F02A: Optimized NALCOMIS System Administrator/Analyst OMA (NR Ind: R)
- F03A: Optimized NALCOMIS Database Administrator/Analyst IMA (NR Ind: R)
- 8MTS: Master Training Specialist (NR Ind: A)
- 8RDC: Recruity Division Commander (NR Ind: R)
- 812A: Professional Development Instructor (NR Ind: R)
- **F02A/F03A NECs are billet/funding driven; may not be attainable by all AZ's**

7. ACRONYMS INCLUDE:

- ACOR Alternate Contracting Officer Representative
- GGFR Ground Government Flight Representative
- GGR Government Flight Representative
- TPOC Technical Point of Contact
- CSEL Command Senior Enlisted Leader
- SEL Senior Enlisted Leader
- QAR Quality Assurance Representative
- SFF Safe for Flight
- SFM Safe for Mission
- SQD Squadron
- FRC Fleet Readiness Center
- NRC Naval Reserve Center
- L&R Logs and Records
- AMMT Aviation Maintenance Management Team



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FRS	Fleet Replacement Squadron
RTC	Recruit Training Command
SAU	Squadron Augment Units
TPOC	Technical Point of Contact
OTC	Officer Training Command
OMA	Organizational Maintenance Activity
IMA	Intermediate Maintenance Activity
QA	Quality Assurance
MC	Maintenance Control (Applies to O-Level Activity)
MTS	Master Training Specialist
PC	Production Control (Applies to I-Level Activity)
SRT	Special Reconnaissance Team
MMCPO	Maintenance Master Chief
MSCPO	Maintenance Senior Chief
QPJ/QPA	Qualified Proficient Journeyman/Qualified Proficient Apprentice
CDQAR	Collateral Duty Quality Assurance Representative
OOMA DBA/A	Optimized NALCOMIS Database Administrator/Analyst

8. Navy Reservist Indicator (NR Ind): A – The NEC code is attainable by SELRES and is therefore assignable to SELRES personnel and manpower requirements with no restrictions. SELRES are able to complete training within three years of norlam inactive duty training cycles of 48 regular drills and two weeks Annual Training. NR Ind: R – The NEC code cannot normally be attained by SELRES within three years or normal TRC A training cycles, but is assignable with restrictions to SELRES manpower requirements if SELRES already holding a NEC code in this category can maintain periodic recertification/requalification required for the NEC code within a normal, annual TRC A training cycle.

9. Due to nature of funding and orders prioritization, SELRES may not have the opportunity to obtain lead positions within Command Collaterals. Consideration should be given to amount of participation and impact.

Considerations for advancement from E6 to E7

NOTE 1: *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) will be a prerequisite for advancement to E-6 and E-7 respectively, starting in calendar year 2025.*

NOTE 2: *Due to nature of funding and orders prioritization, SELRES may not have the opportunity to obtain lead positions within collaterals. Consideration should be given to amount dedicated to participation and impact.*

1. Sea Assignments

- Must have documentation of proficient utilization of in-rate knowledge/qualifications/abilities.
- At least one warfare pin (AW primary)
- Should have served as LPO or Assistant LPO
 - MC
 - Division
 - Department
- SFF/SFM Qualification
 - ***SFF/SFM qualification is **NOT A REQUIREMENT** 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 and with documented usage.
- Command Collateral duties with documented impact.
- FCPOA membership with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.



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2. Shore Assignments

- There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
 - SAU's augment and support FRS's and type wing operational requirements.
- Must have documentation of proficient utilization of in-rate knowledge/qualifications/abilities.
- At least one warfare pin (AW primary)
- FRS favorable positions include:
 - MC
 - Dept/Div LPO
 - Qualifications:
 - ***SFF/SFM qualification is **NOT A REQUIREMENT** 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 and with documented usage.
- Shore facility favorable positions include:
 - PC LPO
 - Dept/Div LPO
- Qualifications:
 - Six Sigma Lean Greenbelt Certification.
 - 805A Instructor NEC
 - MTS (if available)
- Strong consideration to high priority assignments such as RTC, OTC and Naval Academy as a Recruit Division Commander due to the extensive screening, endorsement, and selection process.
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - Instructor/TYCOM/WING
- Command Collateral duties with documented impact.
- FCPOA membership with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Consideration should be given to those in leadership positions who have documented impact.

Considerations for advancement from E7 to E8

NOTE: *Chief Petty Officer Leader Development Course (CPO-LDC) will be a prerequisite for advancement to E-8 commencing with the Fiscal Year 2026 Selection Board.*

Not Required: Senior Enlisted Academy – This course is not required and has limited E7 quotas.

NOTE 1: *NEC 770B Aviation Maintenance / Production Chief: Strong consideration should be given to personnel that as a Chief have held one or more of the following billets while at the E7 paygrade; and must have served in the billet for at least 18-24 consecutive months: Maintenance Control, Production Control, Quality Assurance, SRT LCPO.*

NOTE 2: *Strong consideration for personnel designated as a COR/ACOR/TPOC/GGFR/GGR at a contract maintenance command or any squadron that manages contract maintenance due to the additional level of responsibility that comes with these roles. Due to nature of contract, these billets may be at Sea or Shore commands.*

NOTE 3: *All efforts should be made to participate in the Advancement Examination Readiness Review (AERR) to verify the accuracy of the assessment of professional rating knowledge at various developmental stages.*

1. Sea Assignments

- At least one warfare pin (AW primary)
- SFF/SFM on at least one aircraft platform
- At least 18-24 months in a command role/billet
 - Maintenance LCPO



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- QA LCPO / QAS
- Detachment LCPO / SEL
 - Rescue DETs and DETs for new delivery aircraft do NOT qualify as Detachment LCPO
- Assignment on AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
- Command Collateral Duty with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.

2. Shore Assignments

- At least one warfare pin (AW primary)
- There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
 - SAU's augment and support FRS's and type wing operational requirements.
- At least 18-24 months in a command role/billet:
 - MC LCPO
 - QA LCPO
- I-Level shore facility:
 - Production Division LCPO
 - QA LCPO
 - PC LCPO
- Strong consideration to high priority assignments such as RTC, OTC and Naval Academy as a Recruit Division Commander due to the extensive screening, endorsement, and selection process.
- Staff Duty: Strong consideration for successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - TYCOM Advisor/WING Inspector/Enlisted Community Manager/NAVMAC/NAVAIR/NRC/ Rating Detailer
- Qualifications:
 - Six Sigma Lean Greenbelt Certification.
 - 805A Instructor NEC
 - MTS (if available)
 - SFF/SFM (if available)
- Command Collateral duties with documented impact.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions who have documented impact.

Considerations for advancement from E8 to E9

Required: Graduate of Senior Enlisted Academy – This course is available to all E8's and E9's.

NOTE 1: *Strong consideration for personnel designated as a COR/ACOR/TPOC/GGFR/GGR at a contract maintenance command or any squadron that manages contract maintenance due to the additional level of responsibility that comes with these roles. Due to nature of contract, these billets may be at Sea or Shore commands.*

NOTE 2: *The 724B NEC is recommended for advancement to E9 as it is the pinnacle NEC qualification (not available to members assigned to a billet on the AMMT). Applies to both Sea and Shore commands.*



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NOTE 3: *All efforts should be made to participate in the Advancement Examination Readiness Review (AERR) to verify the accuracy of the assessment of professional rating knowledge at various developmental stages.*

1. Sea Assignments

- Assignment on AMMT is considered arduous duty which demonstrates leadership, character, and ability to communicate effectively.
- At least 18-24 months in a command role:
 - Maintenance SCPO - Qualified Safe For Flight/Safe For Mission
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
 - QAO/QAS
 - Strong consideration for those with documented completion of a successful 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.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

2. Shore Assignments

- There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
 - SAU's augment and support FRS's and type wing operational requirements.
- At least 18-24 months in a command role / billet
 - Maintenance SCPO – Qualified Safe For Flight/Safe For Mission
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
 - QAO/QAS
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
- Staff Duty: Strong consideration for successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - TYCOM Advisor/WING Inspector/Enlisted Community Manager/NAVMAC/NAVAIR/NRC
- I-Level shore facility:
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.) and serving in one of the following billets:
 - Production Division LCPO
 - QA LCPO
 - PC LCPO
- At least one warfare pin (AW Primary)
- Qualifications:
 - Six Sigma Lean Greenbelt Certification.
 - 805A Instructor NEC
 - MTS (if available)
 - SFF/SFM (if available)
- Strong consideration to high priority assignments such as RTC, OTC and Naval Academy as a Recruit Division Commander due to the extensive screening, endorsement, and selection process.
- 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.



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- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions with documented impact.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions with documented impact.
- SAILOR 360/Mentorship with strong involvement and documented impact. Special consideration should be given to those in leadership positions with documented impact.

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10823)

CSEL Program - [Pages - CMC_CSC_Program \(navy.mil\)](https://www.navy.mil/submit/display.asp?story_id=10823)