FC-AEGIS CAREER PATH
(SW)

AEGIS Fire Controlmen are technicians responsible for the operation, maintenance, testing, troubleshooting and repair of: RADAR, computers, networks, data display systems and integrated weapons system components. The AEGIS Weapon System provides theater, air and sea missile defense. AEGIS technicians are knowledgeable in basic electronics, digital fundamentals, synchros, servos, RADAR principles, the fire control problem and computer fundamentals. AEGIS technicians serve on both Ticonderoga Class Cruisers and Arleigh Burke Class Destroyers. They include BMD/SPY RADAR, FCS/ORTS, Q21 Display, UYK-43 Computer and AEGIS Network technicians.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	FCACM	20.2 Yrs	CSEL	36	4th Shore Tour Billet: ECM/TECHAD, CSMM Instructor, RMC Lead, Training Manager, Systems Analyst, Evaluator, Ship Sup. Duty: BUPERS, ATRC/CSCS, TSC, FFC, ATG. Qualification: ATS, MTS.
24-28	FCACM FCACS	20.2 Yrs 17.6	CSEL, Senior Enl Academy	48	4th Sea Tour/Aegis Ashore (BMD) Billet: CSMM/Dept LCPO. Duty: CG/DDG Qualification: TAO, FADWC, CSTT Leader.
21-24	FCACM FCACS FCAC	20.2 Yrs 17.6 14.6	CWO, CSEL, Instructor, RDC, Recruiter, Senior Enl Academy	36	3rd Shore Tour Billet: ECM/TECHAD, Fire Control Administrator, Training Supervisor, Tech Rep, Curriculum Developer, Lead Instructor, Company Commander, System Development/Evaluation. Duty: BUPERS, ATRC, CSCS, OPTEVFOR, SURFPAC, ATG. Qualification: ATS, MTS.
17-21	FCACS FCAC FCA1	17.6 Yrs 14.6 8.2	CWO, CSEL, Aegis Ashore, Senior Enl Academy	48	3rd Sea Tour/Aegis Ashore (BMD) Billet: CSMM, DLCPO. Duty: DDG/CG Qualification: AAWC, ITT, CSTT Technical Leader.
14-17	FCACS FCAC FCA1	17.6 Yrs 14.6 8.2	LDO, CWO, Instructor, RDC, Recruiter	36	2nd Shore Tour Billet: Course Supervisor, Instructor, RDC, Recruiter, Tech Rep, Trainer. Duty: ATRC/CSCS, SCSC, RMC, ATG, NRD. Qualification: MTS, RINC, ATS.

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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
9-14	FCAC FCA1 FCA2	14.6 Yrs 8.2 4.1	LDO, CWO, OCS, MECP, AEGIS Ashore	60	2nd Sea Tour/Aegis Ashore (BMD) Billet: LPO/LCPO/AWS Tech. Duty: CG, DDG. Qualification: CSC, CSOOW, AWS, AAWC, OOD, CSTT, ATTT, ITT.
6-9	FCA1 FCA2	8.2 Yrs 4.1	STA-21, OCS, MECP, Instructor, RDC, Recruiter,	36	1st Shore Tour Billet: Instructor, RDC, Recruiter, Maintenance Tech. Duty: ATRC/CSCS, SCSC, TSC, NRD, RTC. Qualification: MTS, ATS.
2-6	FCA2 FCA3	4.1 Yrs 1.3	Naval Academy, STA-21	60	1st Sea Tour Billet: Maintenance Tech. Duty: CG, DDG. Qualification: WCS, Area Supervisor, CSMC Watch, MSS, RSC, CSTT, ATTT, POOW, OOD, ESWS, CSOOW
1+/-	FCASN FCASA	9 Months			Recruit Training, "A" and "C" Schools.

Notes:

1. "A' School required.

2. Must possess AEGIS Navy Enlisted Classification.

3. Billet base for AEGF E5 imbalanced for shore duty, which may preclude a Sailor's opportunity for an in-rate shore tour. Incentives are in place to increase E5 to E9 manning at sea. Sailors electing to stay at sea might not follow normal sea-shore flow.

4. AEGIS Ashore Billets count as Sea Duty.

5. FDNF Sea duty billets are extremely arduous, with ships being out of homeport well above CONUS average.

6. Tours at NPC and BUPERS require special screening.

7. Tour at BUPERS 3 as an Enlisted Community Manager or Enlisted Community Manager Technical Adviser is a highly competitive tour requiring thorough understanding of the Rating and manning and manpower policies. ECMs handle multiple Ratings affecting thousands of Sailors, adjudicate Career Waypoints applications, develop and present advancement and school quotas, accession and strength policies and initiatives for community health.

8. An AEGIS FC can expect to do one overseas tour in a career. They can also expect to do a shore tour in Dahlgren, VA.

9. AEGIS manning structure aboard a ship limits opportunity to serve in Leading Petty Officer positions.

10. Acronyms: RADAR- Radio Detecting and Ranging, BMD- Ballistic Missile Defense, WCS- Work Center Supervisor, CSTT- Combat Systems Training Team, VBSS- Visit Board Search and Seizure, FPTT- Force Protection Training Team, SCAT- Small Craft Action team, ATTT- Anti Terrorism Training Team, CSMM-

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Combat System Maintenance Manager, AWS- Aegis Weapon System Supervisor, RDC- Recruit Division Commander, CSC- Combat System Coordinator, AAWC- Anti Air Warfare Coordinator, FADWC-Force Air Defense Warfare Coordinator, MSS- Missile System Supervisor, RSC- RADAR System Controller, ITT-Integrated Training Team, CSCS-Center for Surface Combat Systems, AOIC-Assistant Officer in Charge, CSOOW- Combat System Officer of the Watch, CSMC- Combat System Maintenance Central.

Suggested Career Milestones to Attain Combat Systems Maintenance Manager (CSMM):

1. SEA 1 (approximately 7 years of service upon completion).

   a. Advance to E-5 (or E-6 for top performers).

   b. Qualify: 3M Maintenance Man, 3M Work Center Supervisor, CSOSS Technician, CSOSS Area Supervisor, Combat Systems Training Team (CSTT) Initiator/Evaluator, Combat Systems Maintenance Central, RADAR Set Controller, Missile Systems Supervisor, Computer/Display Technician, ACNT Technician, CSOOW.

   c. Purpose: These qualifications are part of the overall picture required for a Departmental Leading Chief Petty Officer (DLCPO). Each represent the building blocks necessary for a future DLCPO to take the next step as the technical expert, whether it be teaching a "C" school on SHORE 2 or AEGIS Weapon Systems Supervisor (AWS) on SEA 2.

2. SHORE 1 (approximately 10 years of service upon completion).

   a. Advance to E-6.

   b. Maintenance Technician, In-Rate Instructor.

   c. Purpose for these duties:

   (1) Hone the Journeyman and leadership skills and experiences required to maintain maximum operational capability of the Combat System.

   (2) First shore tour has been identified as the most flexible of all shore assignments and presents the optimal time for special program assignments.

   (a) Qualify: Master Training Specialist (MTS) if assigned to instructor duty.

   (b) Attend AEGIS Weapon Systems Supervisor (AWS) "C" School for appropriate element.

3. SEA 2 (approximately 16 years of service upon completion).

   a. Advance to E-6/E-7/E-8 (Top Performers).

   b. Dept LCPO (Top Performers), Element AWS Technician, CF Div (AWS) LCPO.

   c. Qualify: Combat Systems Officer of the Watch, Combat Systems Coordinator, Department 3M Officer, CSTT Evaluator/Qualifier.

   (1) These qualifications and programs all fall under the knowledge responsibilities of a Department LCPO. A complete and up to date knowledge of these qualifications and programs are the keystone principals for the Sailor.

4. SHORE 2 (approximately 19 years of service upon completion).

   a. Advance to E-7/E-8/E-9 (Top Performers).

   b. RMC, In-Rate Instructor, Afloat Training Group (ATG), Tech Rep. Center for Surface Combat Systems.

c. Attend Combat Systems Maintenance Manager "C" School.

5. SEA 3 (approximately 24 years of service upon completion).

   a. E-8/E-9.

   b. Combat Systems Maintenance Manager/Dept. LCPO (DDG/CG).

   c. Qualify: Anti Air Warfare Coordinator, CSTT Coordinator.

6. SHORE 3 (approximately 26 years of service upon completion).

   a. E-8/E-9.

   b. Center for Surface Combat Systems, Tech Rep. Lead, RMC Lead, ATG Lead.

7. SEA 4 (approximately 28 years of service upon completion).

   a. E-9.

   b. Combat Systems Maintenance Manager/Dept. LCPO (CG).

   c. Command Master Chief (CMC)/Senior Enlisted Advisor (SEA).

   d. Qualify: Force AAWC, Tactical Action Officer (TAO), CSTT Leader.

Miscellaneous Notes:

a. Prerequisites to given qualifications have not all been added as listings.

b. Some qualifications and/or prerequisites are class specific therefore complete descriptions are not presented and are generalized.

   1. In addition to the above career path, a FCA is advanced due to their proven leadership, performance, and qualifications.

Considerations for advancement from E6 to E7

   A. Sea Assignments (all)
   - AEGIS manning structure aboard a ship limits opportunity to serve in LPO positions
   - AEGIS Ashore Billets count as Sea Duty
   - Qualified (I/P) OOD, CSOOW, Duty Dept. Head; (U/W) CSOOW, CSC
   - Advanced Qualifications (I/P) ATTWO; (U/W) CSC, AAWC
   - ESWS
   - Training Team member (CSTT Technical and Tactical) (ATTT and ITT)
   - Asst. Command Collateral for major program (ie: DAPA, CFL, ESWS)
   - First Class Mess involvement
   - CPO 365 Phase I involvement, preferably leading a committee
   - Assistant Watch Bill Coordinator, Assistant Section Leader

   B. Shore Assignments (all)
   - Billet base for FCA is imbalanced for shore duty, which may preclude opportunity for an in-rate shore tour
   - AEGIS FC "A" or "C" School/ Instructor Duty (MTS after 1 year)
   - ATG (ATS after 1 year)
   - CSCS Dahlgren/ SCSC Wallops Island (MTS after 1 year)

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- RMC Maintenance Technician with documented repairs
- NPC (Detailer)
- RDC (MTS after 1 year)
- Enlisted Recruiter (Silver and Gold wreaths)
- FCPOA involved/Community
- CPO 365 Phase I involvement, preferably leading a committee
- Off duty education/PME/JPME

Considerations for advancement from E7 to E8

A. Sea Assignments (all)
- Complete a Divisional LCPO tour.
- Qualified (I/P) Section Leader ; (U/W) CSC
- Advanced Qualifications (I/P) ATTWO; (U/W) AAWC, BMDO, OOD U/W
- Training Team Lead (CSTT Technical and/or Tactical)(ATTT and ITT)
- Command Collateral with documented impact
- Active CPO Mess involvement
- CPO 365 Phase I/II involvement, preferably leading a committee.

B. Shore Assignments (all)
- Course Supervisor/Instructor/Curriculum Development at Great Lakes, Dahlgren, or Wallops Island (MTS after 1 year)
- Waterfront Trainer and Assessor ATG/CSCS (Team Lead, qualified ATS/MTS within 1 year)
- RMC Maintenance Technician and Trainer
- NPC (Detailer)
- RDC (MTS after 1 year)
- Active CPO Mess involvement
- CPO 365 Phase I/II involvement, preferably leading a committee.
- Military Education-SPME/SJPME
- Continuing Civilian Education
- Qualified CDO/SDO

Consideration for advancement from E8 to E9

A. Sea Assignments (all)
- Successful as a Combat Systems Maintenance Manager/Departmental LCPO.
- Completed SEA or service equivalent academy
- Qualified (I/P) Section Leader; (U/W) AAWC, BMDO
- Advanced Qualifications (I/P) CDO, Senior Enlisted Watch Bill Coordinator; (U/W) FADWC, TAO, OOD U/W
- Training Team Leader (CSTT Overall)
- Major Command Collateral with documented impact
- Active CPO Mess (leadership and involvement)
- CPO 365 Phase I/II involvement and Phase II Leader/Coordinator
- Designated SEL/SEA or acting for a meaningful length of time with command impact

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B. Shore Assignments (all)
- Curriculum Development/ Lead Instructor/ Maintenance Lead at Great Lakes/ Dahlgren/ Wallops Island (MTS after 1 year)
- Waterfront Trainer and Assessor ATG/CSCS (Team Lead, ATS/MTS Program Coordinator, qualified ATS/MTS within 1 year)
- RMC Field Maintenance Technician with documented repairs
- BUPERS (ECM/ TECHAD)
- NPC (Lead Detailer)
- RDC (MTS at all levels)
- SURFOR/PAC/LANT (Fire Control Administrator)
- OPTEVFOR (System Development/Evaluation)
- Qualified CDO/SDO/AOIC
- Designated SEL/SEA or acting for a meaningful length of time with command impact

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