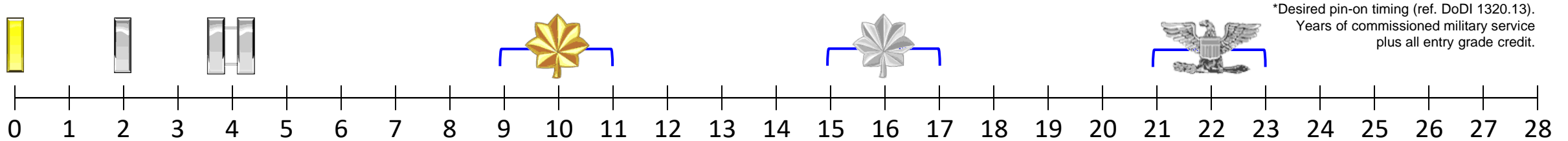




# Aircraft Maintenance (21A) Career Progression



**Functional Area Experiences (CGO):**

- ❖ Flight/Detachment Commander
- ❖ AMU Officer-In-Charge
- ❖ Operations Officer

**Formal Education/Training:**

- ❖ Mx Basic Course (AFLOS)
- ❖ Mx Intermediate Course (AFLOS) or Advanced Sortie Production Course (AMMOS) (MQ7 SEI)
- ❖ AFIT/DAU Courses
- ❖ AMIC & JEMIC (Optional)
- ❖ O-3 PME (PDE): Squadron Officer School

**Special Experiences:**

- ❖ Logistics Career and Base Lvl Broadening, Acquisitions, EWI, ALEET, AFIT
- ❖ Instructor (Log/Mx, AMMOS, OTS, ROTC, etc.)
- ❖ Depot/ALC Maintenance
- ❖ Exchange officer, FAO, PAS, Air Advisor

**Functional Area Experiences (FGO):**

- ❖ Mx Operations Flight Commander
- ❖ Operations Officer
- ❖ Squadron Command
- ❖ NAF or MAJCOM Staff
- ❖ Deputy Group Command

**Formal Education/Training:**

- ❖ O-4 PME (IDE): ACSC/equiv (DL or residence)
- ❖ O-5 PME (SDE): AWC/equiv (DL or residence)
- ❖ AFIT/DAU Courses
- ❖ PM Level II Certification (Optional)

**Special Experiences:**

- ❖ LOGTECH, Enterprise Logistics Course, Supply Chain Executive Course
- ❖ Instructor (Log/Mx, AMMOS, OTS, ROTC, etc.)
- ❖ Depot/ALC Maintenance, Acquisitions, Joint Staff, or Air Staff
- ❖ Exchange officer, FAO, PAS, Air Advisor

**Functional Area Experiences (O-6):**

- ❖ NAF or MAJCOM Staff
- ❖ Maintenance Group Command

**Formal Education/Training:**

- ❖ Advanced Academic Degree (AAD)
- ❖ MXG/CC Course
- ❖ LOGTECH (Optional)

**Special Experiences:**

- ❖ Depot/ALC Maintenance
- ❖ Joint or Air Staff
- ❖ Attaché duty
- ❖ Wing Commander/Vice Commander

**Formal Instructor & Recruiting Duty:**

- ❖ Assignment target 5 CYOS or later, after 21A3 certification

## 21A – Aircraft Maintenance Officer Career Development Guidance

**AFSC Description:** Leads, trains, and equips personnel supporting aerospace equipment sustainment and operations. Manages generation, sustainment, and modernization of aircraft and associated equipment. Administers aircraft maintenance programs and resources. Directs aircraft maintenance production, staff activity, and related materiel programs to generate and sustain the unit's mission. Assesses unit capability and advises senior leadership on solutions to improve the unit. 21As have extremely limited opportunities for joint logistics or joint staff positions.

**Brief Developmental History:** The skillsets, experience, breadth and depth required of Aircraft Maintenance Officers has not changed significantly through the years. However, during the last wing re-organization in 2002, the Maintenance Group was created providing more command opportunities at the squadron and group level. The Advanced Maintenance and Munitions Operations School (AMMOS) graduated its first class in 2003. AMMOS is a selective school teaching mission generation with the same academic rigor and graduate expectations as the USAF Weapons School.

**Prior to Major:** 21As must expand upon their basic leadership and professional skills while increasing their tactical competence over the course of 2-3 wing-level assignments as Flt/CC, AMU OIC (required), and Operations Officer with the goal to become a fully qualified 21A3. They are expected to develop and exhibit sound leadership, judgement, critical thinking, conflict management, and analytical skills through increasingly complex spans of control and responsibility. 21A CGOs will often lead large organizations of upwards of 200-400 personnel. Selective programs for 21As include Logistics Career Broadening Program, Base Level Broadening Program, Education with Industry, Acquisition and Logistics Experience Exchange Tour, and AMMOS.

**Prior to Lieutenant Colonel:** 21As are expected to demonstrate strong leadership, operational and strategic competence, strong planning and communication skills, and sustained superior performance as Operations Officers and Squadron Commanders.

**Prior to Colonel:** 21As are expected to effectively lead organizations and think strategically, while applying significant tactical depth, to optimize sortie production, mission generation, and fleet sustainment as Squadron Commanders and Deputy Group Commanders, as well as in Wing Staff, sustainment enterprise, and headquarters roles (i.e. Air Logistics Complex, NAF, MAJCOM, and Air Staff). Squadron command at least once at the FGO level is typical and most will command multiple times with subsequent commands being larger in the number of personnel and/or scope of responsibility. Prior to O-6, 21As should have normally completed at least one short tour or deployment. Career progression should enable officers to become strong maintenance group commanders who will also produce results at the wing, MAJCOM, and Air Force level.

### **Career Broadening Expectations:**

- Formal instructor or recruiting special duty is a valued assignment for personal development and enterprise perspective – usually after four commissioned years of service
- 21As will typically spend up to one assignment out of their core AFSC before Major and two before Colonel. Officers are encouraged to seek these broadening and leadership development opportunities outside of their core AFSC.