

SWO\_WTI@navy.mil



### Mission:

To increase the lethality and tactical proficiency of the Surface Force across all domains



WTI PRODUCTION



 Highly trained SWOs who specialize in one of four warfare areas – IAMD, ASW/SUW, AMW, or MIW – and enable SMWDC's LOO

ADVANCED TACTICAL TRAINING



 Classroom, synthetic, and underway training evolutions for individuals, ships, and staffs to increase lethality and tactical proficiency through tactical reps and sets

OPERATIONAL SUPPORT



 Direct, reachback, mission package, or fly away support provided to ships, squadrons, strike groups, independent deployers, and Commanders

DOCTRINE &
TACTICAL
GUIDANCE
DEVELOPMENT



 Tactical publications for the warfighter in the form of doctrine or tactics, techniques and procedures, to serve as authoritative guidance in a readable, understandable executable, and repeatable manner

CAPABILITY
ASSESSMENTS,
EXPERIMENTATION
& REQUIREMENTS

 Tactical level warfighting effectiveness assessments; capabilities assessments through the warfare improvement programs



## WTI Program Status Update

- 610 Active Duty WTIs
  - (KW1) ASW/SUW: 265
  - (KW2) IAMD: 192
  - (KW3) AMW: 133
  - (KW4) MIW: 20
- · 2023
  - Seated 143, produced 121 WTIs
  - 2024 goal increased to produce 135 WTIs



- DHRB not required
- You can be a WTI and serve in community tours (SECNAV Industry, FSEP, NPS) if it fits into your career pipeline
- There are multiple opportunities for graduate education during and post WTI production tour
- WTI is open to SWO Nuke options, LDO/Warrant, pilots, Marines, and Reserves (on a case-by-case basis)



## WTI Training / Pipelines



- 14 Week Curriculum KW1 AQD
  - 14 weeks in San Diego, CA



# **AMW**

- 14 Week Curriculum KW3 AQD
  - 1 Week in Camp Pendleton
  - 1 Week in Wallop's Island, VA



## IAMD

- 14 Week Curriculum KW2 AQD
  - 3 weeks in Dahlgren, VA
  - 1 week in Fallon, NV



## MIW

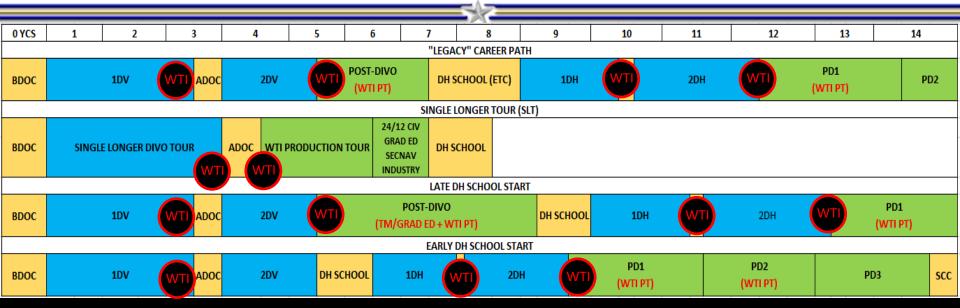
- 14 Week Curriculum KW4 AQD
  - 14 weeks in San Diego, CA
  - Supplemental training in Belgium\*

\*Tied to Billet Specialty Training for the Production Tour

ALL WTI COIs ARE 16 WEEKS AND TAUGHT AT SAWS IN SAN DIEGO, CA EVERY WTI STARTS WITH 1 WEEK OF INSTRUCTOR SKILLS TRAINING AND ENDS WITH 1 WEEK CAPSTONE



### How WTI Fits in the SWO Career Path



### <u>Increased SWO Career Flexibility = Increased WTI Opportunities</u>

- "Legacy" Career Path
  - Between DIVO Tours, post-DIVO, or post-DH
- Single Longer Tour (SLT)
  - Opportunity to complete WTI COI en-route to post Division Officer shore duty
- Late DH School Start
  - Increased post-DIVO time ashore allows completion of Talent Management
     / Grad Ed + WTI COI + Production Tour prior to DH School
- Early DH School Start
  - Multiple opportunities to complete WTI COI ICW other required training, or following DH sea tours



- WTIs hone their skills as warriors, thinkers, and teachers supporting Advanced Tactical Training and revising tactical pubs and doctrine
  - Locations: SMWDC, SCSTC, ATGs, SWSC, TTGP/L, CSG-4/15, SURFDEVRON, EWTGs, NAWDC, UWDC, PEO IWS, ONI, NIWDC, and NEXWDC, Nimitz OPINTEL Center DC
  - While on shore duty, WTIs also have time to:
    - Complete Masters programs and / or JPME
    - Focus on family planning
    - Enjoy a positive work life balance



## What's new in the WTI Program



- WTI candidate selected by Ship's CO
  - (1 per calendar year per CO)
- No application required
- 1<sup>st</sup> or 2<sup>nd</sup> tour DIVO primary candidates (SWO only)
- Automatically awarded "KWS" AQD (WTI select)
- May select any WTI pipeline
- Graduate Education
  - WTI Scholar (NPS) NPS degree done in conjunction with Production Tour
  - NPS Graduate Opportunities
- Talent Management + WTI
- KWC awarded for production tour complete
  - Gives WTIs the opportunity to return to SMWDC later in their career





- WTIs can complete an in-resident (accelerated curriculum) Master's Degree via NPS
  - Graduate degree earned in 12-15 months, concurrently with Production Tour
  - Open to LT WTIs (post-DIVO LTs must be screened for DH and sign DHRB)
  - Nine curricula available with WTI-relevant coursework:
    - Applied Math
    - Applied Physics
    - Cyber Systems and Operations
    - Engineering Acoustics
    - Electrical Engineering
    - Network Operations and Technology
    - Operations Research
    - Physical Oceanography
- Meyers Scholar Certification





- Basic Eligibility Criteria
  - SWO qualified or Surface LDO / CWO (usually Ops Tech, Combat Systems, or Deck designators)
- Application Instruction (SAWSINST 1402.2)
- Best Practices from successful applicants
  - Be specific in your role during ship exercises and operations
  - Articulate how you have demonstrated the qualities of a WTI in your career – humble, credible, approachable and warrior, thinker, teacher
  - Address anything in your record that could be perceived negatively
  - LOR from a current WTI
- Submit your application (with ALL enclosures)
   PRIOR to slating for your next tour





- Application deadline is the second Friday of odd numbered months
- Board procedure mirrors that used by PERS for milestone (admin) and promotion (statutory) boards
- Chaired by SAWS Director or Deputy Director
- Voting members are qualified WTIs with each patch type represented
- All information submitted is briefed to board
- Selection board results approved by SMWDC Commander





- WTI MC will work with you to enroll you in a COI that best fits your career path / timing
- Assigned a KWS (WTI Select)
  - Remains active for 18 months to accommodate completion of required sea tours, etc., before commencing WTI COI
  - Can be extended an additional 18 months with submission of FITREPs



- Professional growth
  - Advocacy from SMWDC throughout your career
- Personal job satisfaction
  - Coordinate with industry, joint / coalition forces, participate in cutting edge tactics development
- Travel opportunities
  - Participate in working groups around the world
- Graduate education options:
  - WTI Scholars, GEV, NWC (including Fleet Seminar), FSEP, LGEP
  - WTIs screen for milestones at a higher rate than SWO overall



# SWO\_WTI@navy.mil

- > LCDR Damon Sitgraves (ASW/SUW WTI) WTI Program Manager
  - damon.a.sitgraves.mil@us.navy.mil
- LT Tara Dotzauer (ASW/SUW WTI) Outreach & Recruiting Officer
  - Tara.b.dotzauer.mil@us.navy.mil
- LT Nathan Holcomb (MIW WTI) Selection & Placement Officer
  - nathan.m.holcomb.mil@us.navy.mil

# SWO\_WTI@navy.mil



https://www.surfpac.navy.mil/Ships/Naval-Surface-and-Mine-Warfighting-Development-Center-SMWDC/About/WTI/





#### Mission:

To increase the lethality and tactical proficiency of the Surface Force across all domains



#### WTI **PRODUCTION**



Highly-trained surface warfare officers who specialize in one of four warfare areas - integrated air and missile defense, anti-submarine/anti-surface warfare, amphibious warfare, or mine warfare - and enable SMWDC's lines of operation

**ADVANCED** TACTICAL TRAINING



Classroom, synthetic, and underway training evolutions for individuals, ships, and staffs to increase lethality and tactical proficiency through tactical reps and sets

OPERATIONAL SUPPORT

Direct, reachback, mission package, or fly away support provided to ships, squadrons, strike groups, independent deployers, Numbered Fleet Commanders, Naval Component Commanders, and Combatant Commanders

#### **DOCTRINE &** TACTICAL **GUIDANCE** DEVELOPMENT



Tactical level warfighting effectiveness assessments; capabilities assessments through the warfare improvement programs; CONOPS and CONEMPS working groups

CAPABILITY

ASSESSMENTS.

**EXPERIMENTATION** 

& REOUIREMENTS

ACCOMPLISHMENTS

- Produced 121 WTTs in
- ASW/SUW 57
- IAMD 31
- houses into one at SAWS



KWI. ASW/SITW KWI. AMW

- Executed six SWATTs in CY 2023
  - 9 3 CSGs
  - · 3 ARGs
- Developed and implemented a close quarters maneuvering scenario
- Facilitated or supported 31 Courses of Instruction in CY23 including ISO SWATT, TYCOM Indoc, PTO, Submarine Commanders Course, etc.
- Supported 12 named exercises
  - 6 in C7F
- Provided 24/7 reachback support to the fleet from IAMD and civilian missile defense specialists at the inflection point of the Red Sea crisis
- Filled WTI LNO billet at C6F (USNR LT)

- Updated 20 pubs within the TTP library
- Completed and published 9 new pubs o 2 Tactical Bulletins
- o 1 Tactical Note · 1 NTTP
- Revised 4 pubs (3 NTTP, 1 TM)
- Cancelled 7 publications due to updates and revision

Tactical publications for the warfighter in the form of

doctrine or tactics, techniques and procedures, to serve

as authoritative guidance in a readable, understandable,

executable, and repeatable manner

- Successfully developed and executed inaugural SURFRG Cycle in FY23 identify tactical priorities and technical solutions to advise resourcing process
- o 15 tactical priorities identified
- Outbriefed to industry partners at SNA West
- Developed initial POM requirements for West Coast Training Facility
- Conducted 7 experimentation events, 2 SHAREMs, 5

#### Produce 135 WTIs

- . Seat 80% of COI Capacity
- · One KW2 aboard all AMDC Platforms
- Fill WTI Production Tours to 80%
- · At least one DH Afloat WTI aboard every ship
- Remitalization of WTI Communities of Focus
- WTI Billets at OPNAV N9X
- · WTI Red Chip Program
- · WTI Fleet Outreach
- · IW Integration into WTI COIs

#### Integrate and standardize Information Warfare into SWATT through IWEX events

- Increase the complexity in presentation for LFWAP
- · Incorporate HEPS tactics in SWAP
- Increase EA/EP/DE in SWATT serials
- · Increase joint participation through long-range fires
- \* Standardize USV employment
- Develop and execute an LCS MCM Mission Package
- Increase relevance and presentation of cUAS serials
- Ouantify the value of SWATT through PA Cell

#### 2 0 2 4 GOALS:

- · Increase analytic capability of SWTD in ASW/SUW
- Establish LNO billets with NSW and C5F
- · Expand analytic capability partnerships through contracts with university affiliated research centers and federally
- · Further engagement with NATO and C6F partners in support of MIWC Battle Staff Certification during BALTOPs and Black Sea operations
- Support stand up of C6F MCM CTF (MCMGRU 6)

- . Reduce the average age of the TTP library to under 5
- · Maximize releasability of TTP to partner nations
- · 24 publications under creation, revision, or consolidation Refine PAC3 MSE roadmap, SPEIR, NSM, and SEWIP
- · Develop capability roadmaps for SM6 IAU, HPM, NSM, ESSM BLKII, PAC3 MSE
- Support future fight initiatives (NCIP, Virtual Warfare Center), representing surface enterprise operational objectives and tactical priorities
- Expand SURFRG
- Add additional PEOs, industry touch points, resource
- · Create SURFREM program in collaboration with
  - · Leverage ATLANTIC THUNDER for data
- Execute Integrated Warfare WIP cycle at the REL FVEY classification level

















### SUPPORTING THE FLEET



- Global Maritime Response Plan
- Warfare Commander Courses of Instruction
- IW Integration in Surface Warfare
- Project OVERMATCH
- Red Sea
- TYCOM Indoc
- PTO Course
- GARC
- HELIOS
- Directed Energy

## **LINES OF OPERATION**

DOCTRINE &

TACTICAL

GUIDANCE DEVELOPMENT











CAPABILITY ASSESSMENTS, EXPERIMENTATION EXPERIMENTATION & REQUIREMENTS



#### **SMWDC STAND-UP** (2015)



Re-established SUWIP process to identify warfighting gaps and solutions



Fleet operational support initiatives



Lack of SAP resources limited classification level of tactics development for emerging



Minimal Special Programs Office (SPO) involvement



Increased classification certification to the SAP-F level at SMWDC HQ

Expansion of the WTI program - consonnated under the 222 .

Four warfare areas offerings (ASW/SUW, IAMD, AMW, MIW,

integration, and expanded TTP testing and experimentation

Coordinated WARCOM conference to encourage integration (WDC) and eross-coordination across warfighting domains

acquisition of near-term solutions to warfighting gaps





Increased Surface Warfare Integration Office (SWIO) WDC Coordination

Expanded course offerings to include FADO, IADC, TYCOM Indoc, CTS





 ${\tt Expansion \ of \ the \ WTI \ program - consolidated \ under \ the \ Surface \ Advanced \ Warfighting \ School \ (SAWS)}$ 

6-10 SWATTs per year with LFWAP, C5I Fast Cruise, OPTASK VI, Information Warfare, real-world threat

24/7 on-demand reachback cell established to maximize support to ships conducting combat operations in

**SMWDC TODAY** 

Coordinated WARCOM conference to encourage integration between the Warfare Development Centers

Established SURFRG process to integrate warfighters into the development process to influence the

**OPERATIONAL** 

SUPPORT



Implementing vision for Surface Warfare Training Continuum (SWCTC) program



### Established the WTI program

. Two warfare areas (ASW/SUW, IAMD)





Executed four SWATTs per year with LFWAP



Offered courses for AASWO and Sea Combat



Provided fleet guidance through Tactical P4s







Leverage MMTT and ASW VOTT trainers to improve the tactical interoperability of AASWO and





Refined SMWDC CAS SITE (www.uar.eas.navy.smil.mil/secret/navy/45/site.nsf/Main.html?openPage) into



Refined SMWDC CAS SITE (we an interactive, user-friendly site



**TACTICAL DEVELOPMENT** 

WARFIGHTING

READINESS

**TACTICAL** 

**PROFICIENCY** 



Assumed ownership of the Ship Anti-Submarine Warfare Readiness Effectiveness Measuring (SHAREM) process and program



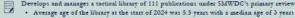
Re-established the development of surface warfare and surface platform tactics, techniques, and procedures (TTP)



Responsible for the execution of both SHAREM and Mine Warfare Readiness Effectiveness Measuring (MIREM) process and program



Developing concepts of employment for unmanned and manned surface combatant and integrated combat systems through MS&A through Naval Capabilities Based Assessment Integrated Process (NC Develops and manages a tactical library of 111 publications under SMWDC's primary review authority



Integral involvement in the development of several multi-domain and multi-warfare capability roadmaps for





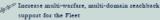
Increasing classification and capability to the fully-informed level for WARCOM



Matured SURFRG process



Transition SWCTC to full execution





Fully staffed SWIO team





An IAMD WTI aboard every IADC ship and a DH WTI aboard every ship



Increased LFWAP complexity, joint long range fires integration, DE, UxS in SWATT



MWPTS and CV/TSC trainers to improve COIs, TTP developement, and watchstander training



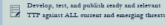
Provide the Fleet a Surface Warfighting "One-



Expand SHAREM and MIREM TTP testing and



Execute SURFREM program to meet current and emerging warfighting requirements for SUW



Develop future systems and emerging technology capability road maps



## KW1- ASW/SUW Curriculum

- Array Theory and Beamforming
- SQQ-89 System
- USW DSS
- SUW Passive Localization
- Time Frequency Analysis
- Target Motion Analysis
- ASW Weapons
- ASW Attack
- ASW
   Countermeasures

- WSM & PMI
- AOMSW
- Mission Planning
- Gunfire Tactics
- OTHT
- SAG Operations
- FAC/FIAC
- SUW Missiles
- CDAG
- Tactical use of MPRA
- SUW Fundamentals
- Link
- SUW Targeting





- AD Overview / Single Ship AD
- AWS
- SSDS
- BMD
- TCP / Weapon Doctrine Development
- Force AD: AMDC / FAAWC / Air-to-Air Tactics
- EW

- Networks
- IWIC / NAWDC Integration
- Adversary Tactics







- Amphibious Planning
- Amphibious Embarkation
- Landing Plan Development
- Shaping Operations
- Maritime Prepositioning Force
- Seabasing
- C2 and Fleet Organization
- MAGTF Organization
- Forward Deployed C2
- Combat Cargo

- Fleet Immersion
- Tactical Air Control Squadron
- Air C2 Coordination
- Amphibious Fires Organization
- Fire Support Planning
- Targeting
- Ground Fire Support Assets
- Naval Beach Group
- Defense Support of Civil Authorities
- SSDS Engagement Process





- Mechanical Sweeping Systems and Tactics
- Acoustic Sweeping Systems and Tactics
- Magnetic Sweeping Systems and Tactics
- UUV and USV Systems and Tactics
- Minehunting Systems and Tactics
- NATO 7-Question Model / Navy Planning Process in MIW Staff and Crisis Action Planning

- Surface Mine Counter Measures (SMCM)
- Aviation MCM (AMCM)
- Underwater MCM (UMCM)
- Expeditionary MCM (ExMCM)
- MCM in AMW Operations
- Mining Operations and Tactics
- MINEnet Tactical / MCM Expert / Minefield Planning Program
- Post Mission Analysis (PMA)



## **SMWDC Production Tours**

Internal SMWDC Production Tours										
	KW1	KW2	KW3	KW4	KWC	Total				
SAWS	6	6	3	3	5	18				
SAWS-N7	20	15	11	4	0	50				
Fleet Training - Pacific	3	5	2	0	2	10				
Fleet Training - Pacific SWATT Planning Cells	15	8	7	0	0	30				
Fleet Training - Atlantic	1	3	2	0	4	6				
Fleet Training - Atlantic SWATT Planning Cells	13	11	9	0	0	33				
Surface Warfare - Tech Division	1	2	0	0	1	3				
Mine Countermeasure - Tech Division	0	0	0	4	0	4				
Commanders Action Group	3	1	0	0	0	4				
N8/N9	4	3	3	2	0	12				
Det Fallon	0	3	0	0	0	3				
Total	66	57	37	13	12	173				



## **External Production Tours**



External non-SMWDC Production Tours									
	KW1	KW2	KW3	KW4	Total				
NAWDC	1	1	0	0	2				
CSG-4	2	1	1	0	4				
CSG-15	2	1	1	0	4				
NIWDC	1	1	0	0	2				
NEXWDC	0	0	1	0	1				
UWDC Det San Diego	4	0	0	0	4				
UWDC Det Norfolk	4	0	0	0	4				
ATG San Diego	1	1	1	0	3				
ATG Norfolk	1	1	1	0	3				
EWTG Atlantic	0	0	2	0	2				
EWTG Pacific	0	0	2	0	2				
SCSTC Dahlgren (ATRC School House)	0	6	0	0	6				
SCSTC Fleet ASW (Det Southwest)	2	0	0	0	2				
SCSTC Mayport (Det Southeast)	1	1	0	0	2				
SCSTC Pearl Harbor (MIDPAC)	1	1	0	0	2				
SCSTC Yokosuka (WESTPAC)	1	1	0	0	2				
TACTRAGRULANT	1	1	1	0	3				
TACTRAGRUPAC	1	1	1	0	3				
SWSC	1	1	1	0	3				
SURFDEVRON ONE	1	0	0	0	1				
Nimitz OPINTEL Center DC (Warfare Analysis Center, DC)	1	1	0	0	2				
	26	19	12	0	57				