



QTR 4 2024

SWO_WTI@navy.mil



Mission:

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

SMWDC Organizational Structure

SMWDC Headquarters - San Diego, CA

N1/4

N2

N6

N8/9

CAG

PAO

JAG

Surface Advanced
Warfighting School
(SAWS)

San Diego, CA

Fleet Training
Directorate - Pacific /
Atlantic (FT-P/L)

San Diego, CA/Little Creek, VA

Surface Warfare
Technical Division
(SWTD)

Dahlgren, VA

Mine Countermeasures
Technical Division
(MCMTD)

PL Loma, CA

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



- **DHRB not required**
- **You can be a WTI and serve in community tours or other shore duty billets (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(N), LDO/Warrant, pilots, Marines, and Reservists (on a case-by-case basis)**



Benefits of Being A WTI

- **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 / Communities of Focus (CoF)**
 - **Participate in working groups around the world**
- **Graduate education options:**
 - **WTI Scholars, GEV, NWC (including Fleet Seminar), FSEP, LGEP**
- **WTIs continue to screen for career milestones at a higher rate than SWO overall**



WTI Scholars Program (NPS)



- **WTIs can complete an in-resident (accelerated curriculum) Master's Degree via NPS**
 - **Post production tour opportunity**
 - **Graduate degree earned in 12-15 months**
 - **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**
 - **Mechanical Engineering**
 - **Network Operations and Technology**
 - **Operations Research**
 - **Physical Oceanography**
- **Meyers Scholar Certification**



WTI Program Status Update

- **682 Active Duty WTIs**
 - (KW1) ASW/SUW: 291
 - (KW2) IAMD: 217
 - (KW3) AMW: 146
 - (KW4) MIW: 28
- **36 Reserve Unit WTIs**
- **2023**
 - Goal 115
 - Seated 143, produced 121 WTIs
- **2024**
 - Goal increased to 135

"We do not rise to the level of our expectations. We fall to the level of our training."



**ALL COIs ARE 16 WEEKS, INCLUDING 14 WEEKS OF PATCH SPECIFIC CURRICULUM
EVERY WTI CANDIDATE STARTS WITH 1 WEEK OF INSTRUCTOR SKILLS TRAINING
AND CONCLUDES WITH 1 WEEK OF CAPSTONE**



ASW/SUW

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



IAMD

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



AMW

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



MIW

- 14 Week Curriculum – KW4 AQD
 - 14 weeks in San Diego, CA
 - Supplemental training in Belgium tied to Billet Specialty Training required for the WTI Production Tour



WTI Eligibility / How to Apply



- **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**
 - Articulate how you have demonstrated the qualities of a WTI in your career – humble, credible, approachable and warrior, thinker, teacher
 - Be specific in describing your role during exercises and operations
 - Address anything in your record that could be perceived negatively
 - LOR from a current WTI
- **Submit your application (with all required enclosures) prior to slating for your next tour**
- **PERS cannot and will not slate you to a WTI tour without KWS in your record**



Selection Board Process



- **Six selection boards per year (JAN, MAR, MAY, JUL, SEP, NOV)**
 - 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 Application Process



- **If selected:**
 - **The WTI Management Cell and your detailer will work to enroll you in a COI that best fits your career path / timing**
 - **Career timing and PRD may impact COI placement**
 - **Awarded the KWS AQD (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 if requested by submitting FITREPs received since selection**



Selection Board Process (RED CHIP)

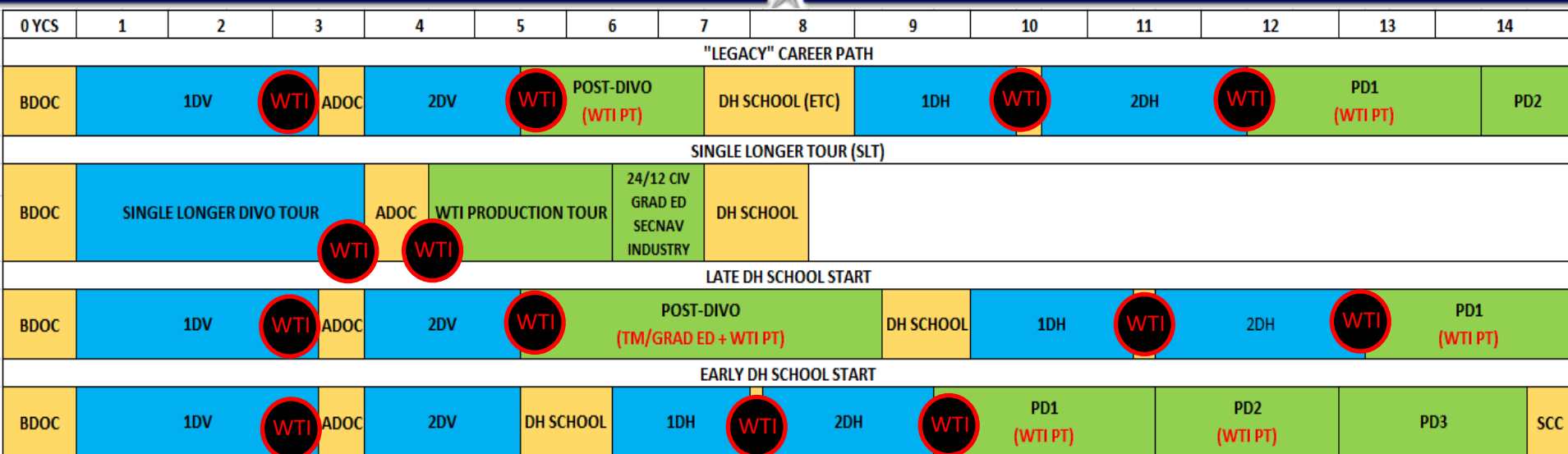


- **Red Chip**
 - **WTI candidate selected by Ship's CO**
 - (1 per calendar year – per CO)
 - **No application required**
 - **1st or 2nd tour DIVO primary candidates (SWO only)**
 - **Automatically awarded “KWS” AQD (WTI select)**
 - **May select any WTI pipeline**
 - **Must be red chipped prior to the sea or shore slate**



UNCLASSIFIED

How WTI Fits in the SWO Career Path



Increased SWO Career Flexibility = Increased WTI Opportunities

- "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



What's new in the WTI Program



- **Graduate Education**
 - **WTI Scholar (NPS) – executed in conjunction with Talent Management Board**
 - **NPS Graduate Opportunities**
- **Talent Management + WTI**
- **KWC AQD when production tour complete**
 - **Opportunity to return to SMWDC or specific KWC coded billets later in the career progression**



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

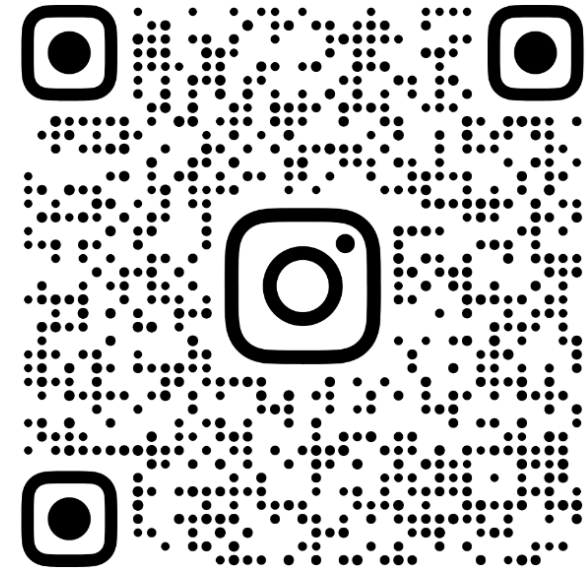


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- **LCDR Joshua White (ASW/SUW WTI)**
 - WTI Program Manager
 - joshua.t.white38.mil@us.navy.mil

- **LT Amber Magno (ASW/SUW WTI)**
 - Outreach & Recruiting Officer
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- **LT Nathan Holcomb (MIW WTI)**
 - Selection & Placement Officer
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<https://www.surfpac.navy.mil/Ships/Naval-Surface-and-Mine-Warfighting-Development-Center-SMWDC/About/WTI/>



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OPERATIONAL SUPPORT



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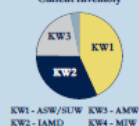


Tactical level warfighting effectiveness assessments; capabilities assessments through the warfare improvement program; CONOPS and CONEMPS working groups

RECENT ACCOMPLISHMENTS:

- Produced 121 WTIs in CY 2023
 - ASW/SUW - 57
 - IAMD - 31
 - AMW - 25
 - MIW - 8
- Consolidated four school houses into one at SAWS

Current Inventory



- Executed six SWATTs in CY 2023
 - 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
 - 2 in C5F
- 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
 - 2 Tactical Bulletins
 - 5 Tactical Memorandums
 - 1 Tactical Note
 - 1 NTTP
- Revised 4 pubs (3 - NTTP, 1 - TM)
- Cancelled 7 publications due to updates and revisions

- Successfully developed and executed inaugural SURFRG Cycle in FY23 identify tactical priorities and technical solutions to advise resourcing process
 - 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 MIREMs

2024 GOALS:

- Produce 135 WTIs
- Seat 80% of COI Capacity
- One KW2 aboard all AMDC Platforms
- Fill WTI Production Tour to 80%
- At least one DH ABoat WTI aboard every ship
- Revitalization 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 HEP5 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 SWATT
- Increase relevance and presentation of eUAS serials
- Quantify the value of SWATT through PA Cell

- Increase analytic capability of SWTD in ASW/SUW mission areas
- Establish LNO billets with NSW and C5F
- Expand analytic capability partnerships through contracts with university affiliated research centers and federally funded R&D centers
- 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 years
- 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 flight initiatives (NCIP, Virtual Warfare Center), representing surface enterprise operational objectives and tactical priorities

- Expand SURFRG
 - Add additional FEOs, industry touch points, resource sponsors
- Create SURFREM program in collaboration with OPNAV N96
 - Leverage ATLANTIC THUNDER for data collection
- Execute Integrated Warfare WIP cycle at the REL FVEY classification level

Tactical Excellence by Design





SUPPORTING THE FLEET



- Task Group Greyhound
- 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
- PAC3

Lines of Operation



SMWDC STAND-UP (2015)

WARFIGHTING READINESS

- 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 capabilities
- Minimal Special Programs Office (SPO) involvement

SMWDC TODAY

- Coordinated WARCOM conference to encourage integration between the Warfare Development Centers (WDC) and cross-coordination across warfighting domains
- Established SURFRG process to integrate warfighters into the development process to influence the acquisition of near-term solutions to warfighting gaps
- Implementing vision for Surface Warfare Training Continuum (SWCTC) program
- 24/7 on-demand reachback cell established to maximize support to ships conducting combat operations in CSF and C&F
- Increased classification certification to the SAP-F level at SMWDC HQ
- Increased Surface Warfare Integration Office (SWIO) WDC Coordination

FUTURE OF SMWDC

- Increasing classification and capability to the fully-informed level for WARCOM
- Matured SURFRG process
- Transition SWCTC to full execution
- Increase multi-warfare, multi-domain reachback support for the Fleet
- San Diego SAP Campus
- Fully staffed SWIO team

TACTICAL PROFICIENCY

- Established the WTI program
 - Two warfare areas: (ASW/SUW, IAMD)
 - 64 WTI's produced/CY
- Executed four SWATT's per year with LFWAP
- Offered courses for AASWO and Sea Combat Commander
- Provided fleet guidance through Tactical P4s and Fleet Advisories

- Expansion of the WTI program - consolidated under the Surface Advanced Warfighting School (SAWS)
 - Four warfare areas offerings: (ASW/SUW, IAMD, AMW, MIW)
- 6-10 SWATT's per year with LFWAP, CSI Fast Cruise, OPTASK VI, Information Warfare, real-world threat integration, and expanded TTP testing and experimentation
- Expanded course offerings to include FADO, IADC, TYCOM Indoc, CT5
- Leverage MMTT and ASW VOTT trainers to improve the tactical interoperability of AASWO and ASW/SUW WTI COIs
- Refined SMWDC CAS SITE (www.usc.navy.mil/secret/navy/45/site.nsf/Main.html?OpenPage) into an interactive, user-friendly site

- 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
- MWPT5 and CV/TSC trainers to improve COIs, TTP development, and watchstander training
- Provide the Fleet a Surface Warfighting "One-Stop Shop"

TACTICAL DEVELOPMENT

- 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
 - Average age of the library at the start of 2024 was 5.5 years with a median age of 3 years
- Integral involvement in the development of several multi-domain and multi-warfare capability roadmaps for shared systems

- Expand SHAREM and MIREM TTP testing and experimentation
- Execute SURFREM program to meet current and emerging warfighting requirements for SUW
- Develop, test, and publish ready and relevant TTP against ALL current and emerging threats
- 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**





KW3- AMW Curriculum



- 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





KW4- MIW Curriculum



- 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)



23



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