



# **GOOD NEWS YOU CAN USE**

**JULY EDITION**



## **\* CONTINUING OUR STRONG COMMITMENT TO GROW WARFIGHTERS!**

-- **WARFARE TACTICS INSTRUCTORS (WTIs).** We are undertaking the most vibrant investment in warfighter development in the history of the all-volunteer force. Leading the way is our investment in WTIs. Three WTI courses are now up and running -- Integrated Air and Missile Defense (IAMD), Anti-Submarine/Surface Warfare (ASW/SUW) and Amphibious Warfare (AMW). Officers desiring to serve as WTIs now have the opportunity to apply for these competitive positions on a "rolling" basis.

- The inaugural WTI baseline course kicked off on Monday and 44 WTI candidates are on track to join the warfighting elite in Fall of 2016.
- While 2nd Tour Division Officers are the target candidates for WTI selection, we have expanded to provide a limited opportunity for top-notch 1st Tour Division Officers heading to their 2nd Division Officer tours, LDOs and post-Department Heads to apply and serve as WTIs. This is a competitive process that is paying dividends NOW!
- To date, 84 WTIs are serving around the fleet. By December, eight WTIs will be serving in ships as Department Heads with more to come – all poised to make a difference!

-- **PLANS/TACTICS OFFICERS (PTOs).** We are on track for PTOs to serve on 26 ships across the force by the end of 2016. The first large cadre of PTOs is on deployment now – making a positive difference in the warfighting effectiveness of our warships.

-- **"SURFACE ATTACK OFFICER."** Sea Control is what we do and we are getting new weapons to do it. We need to be ready. Earlier this year, COMNAVSURFOR approved a pilot program to place a 2<sup>nd</sup> Tour Division Officer on seven ships in the force to serve as the Surface Attack Officer. All seven officers have been slated – the first arrives on BUNKER HILL in the coming months. These officers are participating in a specialized training track, including TAD assignment on the Distributed Lethality Task Force, designed to build professional expertise to employ our modified weapons to attack our adversary's targets both at sea and ashore.

## **\* COMMITTED TO RETAINING OUR MOST TALENTED -- NOT JUST THE MOST WILLING -- AND WE'VE INTRODUCED a BROAD SERIES OF INITIATIVES and POLICIES TO BACK THAT COMMITMENT WITH ACTION**

- **THE SWO CAREER CHART OFFERS SWO JOs MORE OPTIONS IN A FLEXIBLE SERIES OF TRACKS THAN ANY OTHER COMMUNITY – and JOs are taking advantages of those options.**

- In the past year, the number of officers serving single, longer tours on ships has more than doubled.
- In just the past month, the first four JOs pursuing Track 4 (a tour at NPS after the first Divo tour) have arrived at Naval Postgraduate School (NPS) to commence studies. More are lined up to attend in the coming months.

- **LAST MONTH, WE CONDUCTED THE MOST SELECTIVE DEPARTMENT HEAD BOARD IN A GENERATION.** In doing so, we've gone from the least selective => most selective first look for Department Head in our entire Navy in the last two years.

- **SURFACE WARFARE OFFERS THE NAVY'S MOST EXPANSIVE SERIES OF EXTRAORDINARY OPPORTUNITIES FOR OUR JOs.** On September 28th, we will select JOs for the following 10 programs via a Talent Management Board. Deadline for application is 12 September.

- **FSEP (Fleet Scholar Education Program) :** Pursue advanced education at America's most prestigious institutions of THEIR choosing (in CONUS). Degree must have a Navy subspecialty associated with it; up to 24 months.
- **GET (Graduate Education and Teaching) :** Apply to a university in the National Capital Region, pursue a one year Master's Degree in ANY concentration desired, then teach that subject area at USNA for two years.
- **LEAD (Leadership Education and Development) :** Pursue a Master's Degree from the University of Maryland or George Washington University, followed by a two year tour as a Company Officer at USNA.
- **TWI (Tours with Industry) :** An opportunity to work at Amazon, Google, NextJump, LinkedIn, Apple, La Quinta, Walmart, UPS.... This program is twelve months in duration.

- **NIAC (Naval Innovation Advisory Council)** : Work to assist, accelerate, and enable innovation throughout the DoN in either San Jose/Monterey or Washington, DC. Will regularly brief senior leaders.
- **PMRI (Purdue University Military Research Initiative)** : Pursue a Master's Degree or PhD (preferred). This program is 36 months and requires Aegis experience and Dahlgren training.
- **MIT-WHOI (Massachusetts Institute for Technology - Woods Hole Institute)** : Obtain a Master's Degree in an Oceanography based curricula. Practical / theater ASW experience preferred. 3.8 min GPA required (incl science/engineering major). Expect integration with SMWDC and Distributed Lethality Task Force efforts.
- **NIU (National Intelligence University)** : Located inside Defense Intelligence Agency in Washington, D.C. One year program to pursue a Master's Degree in Strategic Intelligence.
- **MTC (Maritime Targeting Center)**: Classified assignment located in Denver, Colorado. TS/SCI clearance needed. WTI production billet; receive WTI training en route.
- **NROTC (Naval Reserve Officer Training Corps)** : Two to three year programs to lead, mentor, and train future Naval Officers. Earn a Master's Degree while on staff.

**- OPPORTUNITIES FOR POST-GRADUATE EDUCATION AT NPS HAVE NEVER BEEN BETTER.**

-- We are positioned to send more SWO JOs to Naval Postgraduate School (NPS) in 2017 than we have in years. We've transitioned to a "rolling application/admission" process to maximize flexibility. If interested, contact your detailer to discuss options.

**\* EMPOWERING COs TO SHAPE THE FUTURE OF THEIR WARDROOM**

- In January, we introduced the "Selective CSO" Fleet-up pilot program and have received very positive feedback. This initiative empowers COs with authority to decide who -- among all the URL DHs -- fleets up as CSO. Thirty-one ships are participating in this pilot.
- This summer, we are providing COs with the opportunity to pick future members of their wardrooms. The "Midshipmen Early Ship Selection" initiative is a WIN-WIN. Following Summer Cruise, COs have the opportunity to select 1<sup>st</sup> Class Midshipmen as their future Division Officers and Midshipmen are afforded the chance to select their ship(s)... early.

**\* FOR THE FIRST TIME, WE ARE COLLABORATIVELY REACHING OUT AND RECRUITING YOUNG AMERICANS TO SERVE AS SURFACE WARFARE OFFICERS**

- In the competitive market of America, it's not enough to sit back and wait for talent to come to us. We've got to reach out, connect with and attract future leaders of our wardrooms – and encourage their application into the Navy through all the accession sources.
- In just the last few weeks, we've completely overhauled the face of Surface Warfare on the USNA and NROTC sites, growing from 2 paragraphs to a more accurate and sophisticated representation of "who we are and what we do." We've also included personal testimonials of Midshipmen going Surface Warfare, as well as currently serving officers.

-- USNA site: <http://www.usna.edu/SWO/index.php>

-- NROTC site: [http://www.nrotc.navy.mil/swo/swo\\_1.html](http://www.nrotc.navy.mil/swo/swo_1.html)

- Through an "Initial Accession Talent Matching" pilot, we've teamed with LinkedIn and Navy Recruiting Command to reach out and connect with extraordinary college students. The goal: encourage their application to Officer Candidate School to serve as a Navy Surface Warfare Officer.

-- An overview of the initiative can be found on the US Naval Institute site at:

<https://blog.usni.org/2016/07/22/serving-america-as-a-navy-surface-warfare-officer>

**\* NEXT OPPORTUNITY TO SELECT FOR EARLY COMMAND IS IN DECEMBER!**

- COMMAND is what we do. The next Early Command Board is 12 December in conjunction with the SWO XO/CO Board. If you have an officer interested in early command, the time to get started is NOW!! Last month, the Early Command Selection Board picked 12 officers for early command. This is a *highly competitive process* that results in the selection of top performers to command. 75% of early commands are FORWARD DEPLOYED and offer amazing opportunities to lead in an operationally intensive theater.