



# **GOOD NEWS YOU CAN USE**

**MARCH EDITION**



**\* WE ARE GROWING WARFIGHTERS LIKE NEVER BEFORE! – this is about SEA CONTROL ... Deceiving, Targeting and Destroying!**

-- **PILOTING THE NEW "SURFACE ATTACK OFFICER."** Surface Warfare is on *offense*. The 2017 President's Budget outlines new investments in SUW/STK weapons like SM-6 and Tomahawk. These new capabilities are coming. We need to be ready. So last month, COMNAVSURFOR authorized a pilot program to begin the process of developing shipboard SMEs for long-range weapons employment.

\* The new "Surface Attack Officer (SAO)" will be piloted on ships over the next year – the first SAO arrives in USS BUNKER HILL (CG 52) in August. For starters, this will be a 2nd tour Division Officer with a specialized training track (including TAD assignment to the Distributed Lethality Task Force) designed to build professional expertise to employ our modified weapons to attack adversary targets on the sea and ashore. Other ships participating in the pilot will include CHANCELLORSVILLE, BARRY, PRINCETON, JOHN PAUL JONES, NORMANDY and BENFOLD.

-- **WARFARE TACTICS INSTRUCTORS (WTIs).** [Naval Surface and Mine Warfighting Development Center \(SMWDC\)](http://www.navy.mil/naval_surface_and_mine_warfighting_development_center) is leading the most ambitious tactical training effort for SWOs in our lifetime. As part of this effort, we are looking for top tactical athletes to be WTIs. => <http://go.usa.gov/cAeyR> Over the past two years, 54 Officers (6 cohorts) have graduated from the Integrated Air and Missile Defense (IAMD) WTI course. Additionally, SMWDC has graduated over 150 Officers from the Advanced ASW Officer Course (formerly SuASW WTI). WTIs are force multipliers in the fleet; making an impact and leading the charge to increase the tactical acuity of our surface forces and to develop the tactics necessary to defeat emerging threats => <http://go.usa.gov/cAu9A>

\*\*\* **FLASH TRAFFIC: By May 2016, we will have our first 9 Amphibious Warfare (AMW) WTIs ... and by next month, we'll have our first 13 Anti-Submarine/Surface Warfare (ASW/SUW) WTIs. Exciting opportunity for sure!** Check out this video to learn more about being a WTI => <https://www.youtube.com/watch?v=ZUd8Nghoylo>

-- **HIT HARD, HIT FAST, HIT OFTEN...** but you can't do it unless you can target. So Surface Warfare has established 5 billets for SWO LTs at the Maritime Targeting Center (MTC) in Denver, Colorado. The first 2 JOs are under orders -- coming out of NPS with their Space Systems Ops degrees going to good use after WTI training!

-- **PLANS/TACTICS OFFICERS (PTOs).** The first cadre of PTOs have completed advanced training and arrived on more than 10 ships in the fleet as Department Heads. In the Atlantic Fleet, IKECSG ships have PTOs assigned and are conducting COMPTUEX; in the Pacific Fleet, PTOs in the MOMSEN AFP have embarked in their ships and are soon to deploy. PTOs start to arrive in FDNF ships this summer – including GREEN BAY in Sasebo. All told, we are on track for PTOs to serve on 19 ships across the force by the end of 2016. To learn more, check out this testimonial from the PTO in USS STOUT (DDG 55) => <http://go.usa.gov/cAPYh>

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

-- **We are sending more SWO JOs to Naval Postgraduate School (NPS) in 2016** than any time in the past few years. Surface Warfare is leading the Navy in our commitment to higher education at NPS. For JOs assigned ashore outside the Monterey area, NPS also offers enormous opportunity to earn a Masters Degree through distance learning => <http://my.nps.edu/web/dl>

-- **The Fleet Scholar Education Program (FSEP) will have 9 participating SWOs this year** -- pursuing advanced education at America's most prestigious institutions. Expect selection for Summer 2017 to occur Oct/Nov 2016.

-- **Through a new partnership,** we've opened the door for SWO JO's to get their PhD through Purdue University's Military Research Institute => <http://www.purdue.edu/research/idi/pmri/>. The first SWO JO PhD candidate (from USS KIDD) starts studies in June at Purdue!

-- **For the first time in a generation, we have a SWO LT lined up for a Masters Degree at MIT/Woods Hole... and we've teamed with the National Intelligence University in Washington, D.C.** (located inside the Defense Intelligence Agency) and have a SWO inbound later this summer (we've also got another quota for a SWO JO in August 2017).

-- **A SWO JO in DONALD COOK was just selected to be a 2016 Olmsted Scholar!!** ... if you are interested in applying for the Summer 2017 program start, guidance is here => <http://go.usa.gov/cAP9B>



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\* **NEXT OPPORTUNITY TO SELECT FOR EARLY COMMAND IS IN JUNE.** The next Early Command Board is 8-17 June in conjunction with the SWO Dept Head Board. If you are interested in early command, the time to get started is NOW. This is a *highly competitive process* that results in the selection of top performers to command. Recently released COMNAVSURFOR message provides guidance => <http://go.usa.gov/cAP5P>

-- COMMAND is what we do! 75% of early commands are FORWARD DEPLOYED! Go for it!

\* **EMPOWERING COs TO SHAPE THE FUTURE OF THE 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 DH's -- fleets up as CSO. 31 ships are now in the pilot. Execution-level details have been sent to ship leadership to address timing/implementation. We're taking a disciplined approach and the most recent ships in the pilot include: PRINCETON, MONTEREY, TRUXTUN, STERETT, GRAVELY, STOUT, GONZALEZ, ROSS, DECATUR, HIGGINS, SHOUP, MUSTIN, MOMSEN, CHUNG HOON, NITZE, JAMES E WILLIAMS, and HALSEY.

\* **DRAMATICALLY EXPANDING OUR ABILITY TO COMMUNICATE WITH YOU!** We encourage every SWO (and his/her family) to follow Pers-41 on Facebook, Twitter and Instagram (and now we're also on LinkedIn – under "U.S. Navy"). -- **NEXT UP and NEW!** Using a collaborative, internet-based group-chat platform called "Slack," we have dramatically opened up our ability to simultaneously communicate with a large number of SWOs -- online. Earlier this month, we held a 2 hour Q/A session with SWOs at NPS. Then we had a similar session with the wardrooms of ships on deployment in C5F and C7F AORs: ANZIO, STOCKDALE and OAK HILL... so it works for ships at sea!

-- **ON THE HORIZON – PERSISTENT COMMS.** Beginning with the upcoming JO Shore Slate (for 2<sup>nd</sup> tour Divos with a PRD in October 2016), we'll use Slack to conduct a series of Q/A's (this week!) for those folks getting slated. We'll provide this first cohort of JOs with windows of time and technical instructions to connect in their slate notification document ... providing JOs around-the-world with a chance to ask billet specific questions. See you on-line!

\* **WE ARE LEADING THE WAY IN A CUTTING EDGE DETAILING PROCESS.** Today's detailing approach serves Sailors, commands and the Navy well. However, we should ask ourselves: "How can we do better? How can we better serve our people and make the Navy a more effective fighting force?" Meanwhile, the Secretary of Defense has challenged the Services to test whether a web-based, "LinkedIn-like" platform might help us better align individual's talents with jobs.

-- Therefore, we are moving out and leaning forward! Teaming with a select few officer communities, Surface Warfare will pilot the use of an online talent management platform for Junior Officer assignments. We believe this platform will give Officers more influence in the process, increase transparency, and help unit commanders build more effective teams.

-- SWO JO's in their 2nd Division Officer tour who roll ashore in Summer/Fall 2017 will serve as our first cohort to participate in this program. Expect more to follow in the months ahead.

\* **THE FUTURE IS BRIGHT. 525 Ensigns join the fleet this summer from USNA and NROTC!** USNA ship selection in January and NROTC ship selection, included 75 schools around the country last month, was electrifying! During NROTC ship selection, we used "Google Hangout" for the first time and it was a big hit!

\*\*\* **Looking ahead:** Tomorrow, we are briefing 2<sup>nd</sup> Class MIDN at USNA on their opportunities in Surface Warfare in advance of summer cruise and we're continuing on-site outreach to every NROTC unit in the country. In just the past few weeks, we've been to the University of New Mexico, Holy Cross, the Boston-area consortium, the Citadel and the University of South Carolina... this week: Auburn/Tuskegee/FSU/USF/Florida A&M/Embry Riddle!

-- **In 2016, we will commission 240+ outstanding SWOs through OCS.** In 2 weeks, we (as a community) will "own" the selection process for these future leaders for the first time. SWO JOs from around the country will form the board membership and will be empowered to select the young men and women they'll ultimately lead in the fleet.

-- **We've teamed with Navy Recruiting Command to reach out, connect with and identify extraordinary young men and women throughout America to serve as Surface Warfare Officers.** Just last week, we launched a new initiative containing specific guidance to every Officer Recruiter in the country => <http://go.usa.gov/cAuXB>