Warfare Tactics Instructor (WTI) Community Brief
Overview

- Why Go WTI?
- How / When to Apply
- WTIs in the Fleet / WTI Metrics
WTI Production – Top SWMDC Priority

SMWDC Mission & Lines of Operation

Mission: Increase the lethality and tactical proficiency of the Surface Force across all domains

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
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<tbody>
<tr>
<td>AMW</td>
<td>WTI Production</td>
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<tr>
<td>AW</td>
<td>Advanced Tactical Training</td>
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<tr>
<td>BMD</td>
<td>Operational Support</td>
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<tr>
<td>MIW</td>
<td>Doctrine &amp; Tactical Guidance Development</td>
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<tr>
<td>SUW</td>
<td>Capability Assessments, Experimentation &amp; Requirements</td>
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WTIs directly contribute to Surface Force lethality and tactical proficiency.

Tactical Excellence By Design
<table>
<thead>
<tr>
<th>ASW/SUW</th>
<th>IAMD</th>
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<tbody>
<tr>
<td>• 15 Week Curriculum – KW1 AQD</td>
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<tr>
<td>• 13 Weeks in San Diego, CA</td>
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<tr>
<td>• 2 Week Capstone in San Diego, CA</td>
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<tr>
<td>• 18 Week Curriculum – KW2 AQD</td>
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<td>• 15 Weeks in Dahlgren, VA</td>
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<td>• 1 Week in Fallon, NV</td>
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<td>• 2 Week Capstone in San Diego, CA</td>
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<tr>
<td>PRODUCTION TOURS</td>
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<td>• WTI develops Focus Areas; hone skills as instructors / trainers; support SWATT and other at-sea training events; revise tactical pubs and doctrine</td>
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<td>• Locations include SMWDC, SCSTC, ATGs, SWSC, TTGPs, CSG-4/15, ESGs, EWTGs, NAWDC, UWDC, (new in 2022)</td>
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<tr>
<th>AMW</th>
<th>MIW</th>
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<tr>
<td>• 16.5 Week Curriculum – KW3 AQD</td>
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<tr>
<td>• 13 Weeks in Little Creek, VA</td>
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<td>• 1 Week in Wallop’s Island, VA</td>
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<td>• 0.5 Week in Camp Lejeune, NC</td>
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<td>• 2 Week Capstone in San Diego, CA</td>
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<tr>
<td>• 31 Week Curriculum – KW4 AQD</td>
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<tr>
<td>• 7 Weeks in San Diego, CA</td>
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<tr>
<td>• 1 Week in Little Creek, VA</td>
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<tr>
<td>• 21 Weeks in Belgium</td>
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<tr>
<td>• 2 Week Capstone in San Diego, CA</td>
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**How WTI Fits in the SWO Career Path**

### Increased SWO Career Flexibility = Increased WTI Opportunities

All three career paths afford multiple opportunities to qualify WTI:

- **“Legacy” Career Path**
  - Between DIVO Tours, post-DIVO, before DH School, or post-DH

- **Late DH School Start**
  - As “Legacy,” but 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

**Can also attend COI TAD if command supports**

**Production Tour (PT) occurs during first shore tour opportunity following COI**
Why You Should Be a WTI

- The hardest job you will ever love!
- Professional growth
  - Career advocacy from SMWDC throughout your career
- Personal job satisfaction
  - Coordinating with industry, joint/coalition forces, participating in cutting edge tactics development
- Travel opportunities
  - Partake in working groups around the world
- Graduate education options:
  - WTI Scholars, GEV, NWC (including Fleet Seminar), FSEP, LGEP
- While not easy, being a WTI opens a gateway to develop deep tactical expertise
  - Best preparation for being a Department Head
  - Best preparation for being a Commanding Officer
  - Best preparation for being a Warfare Commander

“Docendo Discimus”  -  “By Teaching, We Learn”
In addition to gaining a sponsor from SMWDC, WTI candidates have mentorship opportunities other SWOs may not receive:

- Mentorship during and after the WTI COI
- Career advocacy from WTI MC at SMWDC
  - Facilitate working with PERS to get selectees into courses
  - Assistance with shore slating
  - Advocacy with PERS when slating for DH billet
    - Talk to the WTI Program Manager prior to submitting your DH slate

Another WTI Benefit – Increased Mentorship Opportunities!
What’s new in the WTI Program

Red Chip Program
- WTI candidates selected by Ship CO per each calendar year
  - No application required!
- 1st or 2nd tour DIVO primary candidates
- Automatically awarded “KWS” AQD
- May select any WTI pipeline

Graduate Education
- WTI Scholar (NPS) – NPS degree done in conjunction with Production Tour
- Other graduate opportunities (NWC Fleet Seminar program, GEV, TA, etc.)
  - Production tour can often support part-time grad school
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 and LCDR WTIs (post-DIVO LTs must be screened for DH and sign DHRB)
- Seven curricula available – all have WTI-relevant coursework:
  • USW Engineering Acoustics
  • USW Tactical Oceanography
  • Systems Engineering
  • Operational Warfare Analysis
  • Information Systems and Operations
  • Strategy (Space Operations)
  • Professional Master of Business Administration
WTIs by Location: SUW-ASW / IAMD / AMW / MIW

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<tr>
<th>Type</th>
<th>AD</th>
<th>SELRES</th>
<th>Type</th>
<th>AD</th>
<th>SELRES</th>
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<tbody>
<tr>
<td>SUW/ASW</td>
<td>177</td>
<td>5</td>
<td>AMW</td>
<td>96</td>
<td>8</td>
</tr>
<tr>
<td>IAMD</td>
<td>167</td>
<td>4</td>
<td>MIW</td>
<td>7</td>
<td>0</td>
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Total Active Duty WTI: 447

Total SELRES WTI: 17

Data as of 10 May 2022
WTI Eligibility / How to Apply

- Basic Eligibility Criteria
  - SWO qualified or Surface LDO / CWO (usually Ops Tech, Combat Systems, or Deck designators)
  - CO’s Recommendation

- NSMWDCINST 1402.2D gives specifics on criteria, application requirements
  - Instruction, application templates on SMWDC website or email SWO_WTI@navy.mil for copies

- Best Practices from Successful Applicants
  - Be specific in your role during ship exercises and operations
  - Show that you are HUMBLE, CREDIBLE, APPROACHABLE
  - Demonstrate the ethos of a WARRIOR / TEACHER / THINKER
  - Address anything in your record that could be perceived negatively
  - Work your application early; ask SMWDC WTI Management Cell (MC) to review

- Submit your application (with ALL enclosures) PRIOR to slating for your next tour
Selection Board Process

- Six selection boards per year (JAN, MAR, MAY, JUL, SEP, NOV)
  - Application Deadline: second Friday of odd numbered months
  - Board procedure mirrors that used by PERS for milestone (admin) and promotion (statutory) boards
  - Chaired by SMWDC O6 or post-command O5
  - Voting members are qualified WTIs
  - All information submitted is briefed to board

- Selection board results submitted and approved by SMWDC Commander
If selected:

- **WTI Sponsorship**: You will be assigned a qualified WTI of your selected WTI type as a sponsor to answer your questions / guide you through the process of becoming a WTI.

- The SMWDC WTI MC will work with you to enroll you in a COI that fits in your career path.

- You will be assigned a KWS (WTI Selectee) AQD in your record (will remain active for 18 months to accommodate completion of required sea tours, etc., before commencing WTI COI).
  
  - 18 months can be extended with submission of additional FITREPs.
Contact Info

SWO_WTI@navy.mil

- **CDR Nick Hoffmann**
  - nicholas.hoffman1@navy.mil
  - WTI Program Manager

- **LT Meagan Barron (AMW WTI)**
  - meagan.m.barron@navy.mil
  - Outreach & Recruiting Officer

- **LT Katie Griffin (AMW WTI)**
  - katherine.a.griffin@navy.mil
  - Selection & Placement Officer

- **Mrs Michelle Hammacher**
  - michelle.hammacher4.ctr@navy.mil
  - WTI Program Analyst
Questions

Contact: SWO_WTI@navy.mil