



WTI Frequently Asked Questions...

1. How do I apply to be a WTI?

- A sample application can be obtained by contacting the SMWDC WTI Program Manager at (SWO_WTI@navy.mil)
- Your detailers will point you in the right direction as well.

2. When should I apply to be a WTI?

- APPLY AT ANY TIME!
- APPLY WHEN READY!
- If selected you will be placed into a bank of WTI selects and be eligible for future WTI assignments.

3. Graduate Education:

- The priority for WTIs in their production tour is production; investing in our talent, building expertise and professional portfolios, and empowering WTIs to raise the tactical proficiency of the Surface Force.
- **BUT!** SMWDC is committed to providing our WTI cadre with grad-ed opportunities, and many opportunities for graduate education exist! NOTHING is off the table.
- Timing is a factor (lining up Grad-ed start/stop with WTI start/stop with Production... can be challenging) so contact your detailer EARLY! Attaining quotas for the following programs is via a rolling application and selection process.
 - GEV and 24/12
 - War College... both pre/post DH
 - NPS DL and WC Fleet Seminar – HUGE (nearly 100%) location overlap and we have several WTIs currently enrolled...
 - FSEP (Fleet Scholar Education Program) – WTIs will consistently be competitive candidates (one WTI is currently selected)
 - WTI Fellowship at NPS: Intelligently bundles NPS resident master's degree, WTI training pipeline, and WTI production tour. (~ 17 WTIs have completed NPS degrees prior to joining the program)
- Bottom line... Not all WTIs will complete Grad Ed in the first shore tour, but NUMEROUS opportunities exist. Keep your detailer and the WTI Program Manager informed. Engage early! Have a plan – we're willing to explore ALL options.

4. How will becoming a WTI impact my career progression?

- WTI billets are among the most competitive in our community.
- The WTI program aligns with existing and future SWO career paths/milestones.
- SMWDC and PERS-41 coordinate to ensure that WTI talent is matched to task, and that WTIs have the most potential for maximizing their community impact.
- WTI AQDs (KW1 – ASW-SUW, KW2 – IAMD, and KW3 – AMW) are valued at both administrative and statutory boards, and are specifically addressed in board precepts.

5. Can LDOs and CWOs participate in the WTI program?

- LDOs and CWOs bring a tremendous amount of diversity and experience to the program
- We welcome ALL LDO/CWO applications
- 17 have completed or are on track to complete the program
- Career timing/and production tour billets are considered during the selection/slating process



6. WTIs can be any DH (including CHENGs).

- NOTE: There is no relationship between WTI and PTO

7. Not-Selected – Can I apply again?

- Yes.
- But ensure that your application package portrays/conveys the specific steps you've taken to improve/increase your potential to be a Warrior-Thinker-Teacher
- We provide feedback to all non-selects who ask for it.

8. Lots of “eaches”...WTI during DH stash time, WTI between DH tours, DOSP WTI, etc...?

- **Bottom line:** Apply! ALL applications will receive a fair look.
- If selected, we'll have the conversation, and SMWDC Commander will make the tough calls in close coordination with other community stakeholders...

9. Application lessons learned?

- Sell yourself to the Board!
- Attention to detail (consider it a graduate education application...)
- Personal letter must reflect genuine desire and convey potential
- Boiler-plate CO recommendation letters are transparent to the board.
 - Ensure your CO takes care of you! If there is any ambiguity in a FITREP due to timing or traffic, ensure your CO provides an explanation in their recommendation letter. Some examples: "I put LT XXX below my RSCA because he was a newly promoted LT and ranked against DHs," or "New-guy report - LT XXX is on track to break above RSCA on the next report. Don't disadvantage him because of timing." "Imminent SUWC qual - delayed due to maintenance schedule!" Etc... Also make sure they address what sets your officer apart from other highly qualified candidates. What do they see in you that stands out/conveys potential to be a WARRIOR-THINKER-TEACHER?
- Superior performance at sea is a must!
- Passing the PFA matters!

10. Candidate Guidelines

- We're looking for top athletes in our wardrooms who have a genuine interest/a passion/who are fascinated with warfighting
- So some things to think about as you do this are the “Three P's” when talking about the “soft qualities” of a WTI:
 - **Potential:** To be a WTI you must have the potential (aptitude) to successfully complete the training pipeline and develop as a Warrior/Thinker/Teacher.
 - **Personality:** To succeed as a WTI you must be a team player. You will interface with joint partners, engineers, civilian experts, not to mention Sailors and Marines of diverse backgrounds. You must be personable/able to relate. “The brand” is only as strong as the weakest WTI...
 - **Poise:** WTIs must have the self-confidence and composure to teach/instruct/brief/debrief in all training environments. You must be able to give honest/frank feedback to superiors and subordinates while controlling emotions.



11. What do WTIs do?

- **WTIs are the engine behind everything SMWDC does.**
 - Warrior-Thinker-Teacher – attributes AND actions
 - They lead advanced tactical training during all phases of the OFRP and at all levels (individual, unit, integrated/advanced, and joint levels).
 - They develop, validate, standardize, publish and revise doctrine and TTP for surface and mine warfare forces.
 - And they are surface force subject matter experts in tactical instruction, systems, capabilities and/or missions.
 - They form a cadre, a network of warriors, thinkers, and teachers who form the tactical center of gravity for surface and mine warfare forces.
 - We INVEST in their talent – a powerful concept! That will reap HUGE benefits!
 - Specific EXAMPLES of WTI-led projects:
 - Non-traditional ISR and Targeting
 - SeaRAM
 - SM-6 ASuW
 - MSLEX
 - Air Defense Strike Group Facility/Fallon, NV
 - Counter UAS
 - Coordinated ASW (SCC Ops, etc.)
 - SWATT
 - And many more...

12. Nukes

- 10 nuclear trained officers have applied for WTI – 7 have been selected!
- We have specific language in our selection board precept to ensure nuclear trained officers are not disadvantaged...Here are some specific, nuke-related TPs...

1. Nukes may feel they won't have the shore time on the back end to do the COI and get the production tour because they have to go to DH school (if they were potential DH signers). Nukes have a longer pipeline (1 yr long training after 1st DIVO tour assuming no delays and longer DIVO tour).

This misconception is usually based on the 7.5 YCS mark to get to DH school. While that is the earliest, there is some flexibility in timing; contact your detailer to confirm.

In general, most officers YG10 and junior have the time to get a full shore tour AND still not be affected by O-4 timing for when they go to DH school.

2. Nukes know they are weaker than SWO counterparts in SWO experience/tactical knowledge.
 - Nukes don't get the AEGIS training that FCO/Trainos/ASWOs get. And, they miss out on another 2 years of experience as ship-drivers/navigation/OOD stuff that their peers get, which starts to matter for long term career planning. Those are important factors that they need to make up in DH school and first tour, and they know that.
 - Because of this, there are many nukes (whether on the fence or committed) that are extremely interested in the WTI program. It gives them a taste of the community that they may not have developed from their first tour, AND it makes them better/more knowledgeable SWOs should they stay in. For those reasons, getting a nuke into the program is a WIN/WIN for the individual and the community (getting a better DH product on the back end, which is the point of the program).



3. Nukes may feel that they don't have the experience/quals to compete against their peers for the WTI program.
 - Similar to #2 above, they don't have the second SWO tour to build on. So when comparing their records to others that do, they feel like they would be setback, or at least not as competitive. The same could be said about applying for ASW/SUW against someone who was an ASWO (ASWE qual'd second tour).
 - **While nukes do not have similar experience, the WTI program wants folks who perform at sea, have good records/fitreps, good recommendations, and a strong desire/passion for tactics!**
 - The reality is that most nukes are very smart and the academically rigorous nuclear training pipeline does a good job of setting them up for success should they make it through. They have a strong shot at successfully completing the COIs and performing well, even without the quals/experience. They can learn it. They can adapt.

4. Nukes will not have the time for the additional year off for grad ed that is allotted for other conventional SWOs:
 - Nukes are likely NOT to have dedicated time after production tour to work on grad-ed. Their timeline is certainly compressed, and after production are approaching DH school timing.
 - BUT! NPS DL and NWC Fleet Seminar, etc. are great options. Most production tour commands are willing to work with you to meet this milestone!

14. Current Stats

- WTI Population (125 TOTAL WTIs)
 - 77 IAMD Graduates
 - 29 ASW-SUW Graduates
 - 19 AMW Graduates
 - 72 WTIs produced in CY 2016
 - ~40 WTI Candidates on track for January 2017 COIs!
 - Historical attrition rate is approx. 5%
 - Overall selection rate is ~75%



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WTI Experience & PRODEV

WTI Training

- **Baseline:** 2 weeks (San Diego)
- **IAMD:** 16 weeks Dahlgren / 1 week Fallon
- **ASW-SUW:** 8 weeks ASW / 6 weeks SUW (San Diego)
- **AMW:** 11 weeks (Little Creek)
- **Future: Re-Blue Opportunities**
- **Future: WTI currency & proficiency**

Production Tours

- Mature as Subject Matter Experts (SME)
- WTIs hone skills as instructors/trainers
- Own TTP and TACDEV
- **Locations:** SMWDC, CSCS, ATG, SWOS, TTGP/L, CSG-4/15, ESGs, EWTGPAC/LANT, NBGs

Specialization Tours

- **Locations:** NPS, NAWDC Fallon, Denver MTC, ONI, WHOI, and others...
- Very specific mission/skills development
- Own TTP, Curriculum development and TACDEV/experimentation

Fleet Engagement

- MISSILEX Program
- War gaming and Analytics
- Engage OPNAV requirements process
- Symposium participation
- Waterfront Engagement & training

Specific Missions – High Visibility

Improve Organizational Learning

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