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PM Ghost Selection



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SPECIAL OPERATIONS FORCES ACQUISITION, TECHNOLOGY, & LOGISTICS

# Ghost Deployment Program

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## Purpose

Deploy high-performing, junior acquisition professionals to SOCOM to lead efforts delivering SOF capabilities. Ghost deployers utilize rapid-acquisition skills and perspectives while immersed in the mission-focused SOF acquisition culture.

Ghosts will:

- Lead programs / projects to deliver rapid solutions for Special Operators in a high-ops tempo environment
- Connect acquirers with operators to directly impact SOF missions
- Through their experiences, adopt SOCOM acquisition principles and culture:

*Trusted, Empowered, Relentless Acquisition Professionals*

## Outcome

Upon completion of the program, Ghosts will be proficient in streamlined and innovative acquisition processes, gaining experience by rapidly fielding cutting-edge technologies for SOF operators.

Ghosts return to their home units as force multipliers, prepared to foster an innovative culture and implement agile acquisition practices, ready to make risk-informed decisions and focused on meeting warfighter needs.

Expectations:

- Expedite the fielding of cutting-edge technologies for SOF operators by streamlining acquisition processes and reducing bureaucratic obstacles.
- Employ efficient procurement practices and empowered decision-making to deliver innovative capabilities.



# Deployment Overview

United States

North America

NORTH PACIFIC OCEAN

SOCNORTH



SOCOM



JSOC



sUAS / C-sUAS



SOCEUR



Drone Crucible



Adaptive Airborne Enterprise

Australia

South America

PACIFIC OCEAN

SOUTH ATLANTIC OCEAN

Ghosts spend ~75 days leading projects / programs at SOCOM HQ in MacDill AFB, honing acquisition skillsets thru empowered decision-making and frequent senior leader mentoring.

They then deploy downrange to an AOR or Theater Special Operations Command (TSOC) to directly support urgent SOF warfighter needs.



Lead Projects at SOCOM SOF AT&L (MacDill AFB ~60-75 days)

Forward Deployment – Direct Acq Support to SOF Ops (Deployment location TBD; ~ 60-75 days, currently EUCOM for PM Ghosts)

Return to Force



# Example of Ghost program worked (2025)

*Capability Mission Need Statement (C-MNS)*

**April 18** C-MNS issued for MQ-9 capabilities

**April 23** Contracts modified

**April 28** Pod lab test begins

**May 12** MQ-9 integration kick-off

**May 22** Test and safety readiness review board

**May 29** Pod testing complete

**May 30** Pod delivered to Fort Bragg for IOC

**NEW CAPABILITY INTEGRATED AND DELIVERED IN 42 DAYS**

# Target Applicants – Competitively Selected

High performing Air Force and Space Force acquirers to lead and operate at wartime pace

- Proactive self-starters with a purpose of improving the team and the individual
- Lead with sense of urgency and purpose/quick learner
- Physically fit - Rigorous PT daily (group workouts, team sports)
- Deployed hours – 0600 to 2000 Weekly, 0800 to 1400 Saturdays and Holidays

## Military Ghosts

- Target grade: PM-Capt (61/2/3), PK-Capt/TSgt/SSgt (64/6C) with less than 8 years of experience
- First Lieutenants considered on case-by-case basis

## Civilian Ghosts

- Target grade: PM (1101/0800), PK (1102) GS-12/-13/NH-03 with less than 10 years of experience

Ghosts will report to HQ USSOCOM, SOF AT&L PEO-FW, MacDill AFB

Australia

SOUTH  
PACIFIC  
OCEAN

SOUTH  
ATLANTIC  
OCEAN

SOUTHERN  
OCEAN

# Program Information

## PM Ghosts:

- ~75 days CONUS at MacDill AFB / ~75 days CONUS at alternate location / OCONUS (depending on mission requirements)
- Military PM Ghosts will be issued voluntary Contingency, Exercise, and Deployment (CED) Orders
- Civilian PM Ghosts are in TDY status through USSOCOM at MacDill AFB
- Home unit is responsible for any overtime/comp time (USSOCOM will not pay)
- TS/SCI Clearance- Members may apply with a Secret Clearance if a TS/SCI is complete BEFORE arrival

## PK Ghosts:

- ~60 days CONUS at MacDill AFB / ~60 days at alternate "downrange" CONUS or OCONUS location (tour will not exceed 4 months/timing & locations are very flexible depending on mission requirements)
- Warranted CO experience
- All PK Ghosts (military/civilian) are in TDY status through USSOCOM at MacDill AFB
- Home unit is responsible for any overtime/comp time (USSOCOM will not pay)
- TS/SCI Clearance - Members may apply with a Secret Clearance. USSOCOM can facilitate TS/SCI clearance initiation upon acceptance into the GHOST program.

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# Military Application Instructions

- Air Force and Space Force
- Application Requirements:
- Military Ghost Application Form
  - Chain-of-command endorsement letter (O-6/GS-15/NH-04 or higher)
  - AMS SURF
  - All OPBs/EPBs (newest to oldest)
  - Fitness Score Sheet that includes last 3 years of PFA scores
  - Consolidated packages must be sent via DoD SAFE
  - DoD SAFE Link: <https://safe.apps.mil/>
  - Send via Drop-Off email to Ghost Inbox in DoD SAFE
    - Name: FW\_Ghost@SOCOM.mil
    - Email: FW\_Ghost@SOCOM.mil
    - Encryption Passphrase: socomghost
    - File Naming Convention: Last.First.Mil



# Civilian Application Instructions

- All applicants must coordinate with their supervisor and provide a completed application
- Application Requirements:
  - Civilian Ghost Application
  - Chain-of-command endorsement letter (O-6/GS-15/ NH-04 or higher)
  - APDP Record
  - Last 5 performance appraisals
  - Resume
- Consolidated packages must be sent via DoD SAFE
  - DoD SAFE Link: <https://safe.apps.mil/>
  - Send via Drop-Off email to Ghost Inbox in DoD SAFE
    - Name: FW\_Ghost@SOCOM.mil
    - Email: FW\_Ghost@SOCOM.mil
    - Encryption Passphrase: socomghost
  - File Naming Convention: Last.First.Civ



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# Estimated Rotation Dates



Projected deployment dates (dates are estimates only and subject to change):

Call Release	Target Applicants	Rotation Dates
Apr-26	<u>PM Ghosts:</u> Military (61,62,63) Civilian (1101/0800)	1. Mar 27 - Aug 27
		2. May 27 – Oct 27
		3. Jun 27 – Nov 27
		4. Jul 27 – Dec 27
		5. Aug 27 – Feb 28
		6. Oct 27 – Mar 28
	<u>PK Ghosts:</u> Military (64,6C) Civilian (1102)	1. Apr 27 – Aug 27
		2. Jun 27 – Oct 27
		3. Aug 27 – Dec 27
		4. Oct 27 – Feb 28
		5. Dec 27 – Apr 28
		6. Feb 28 – Jun 28

Dates will be coordinated w/ USSOCOM PEO-FW and the nominees

# Ghost Nation

1 Jeffrey Hamblin	49 Stephanie Taylor	97 Stephanie Latham	145 Alexandra Rada	193 Eric Meyer	241 Payje Kuhlemeier	289 Anne Werkley	337 Grant Goodnight
2 Les Snodgrass	50 Steve Visalli	98 Greg Roth	146 Jennifer Beierle	194 Jimmy Curran	242 Paul Weisgarber	290 Dylan Gnojek	338 Jill Harms
3 Liz Campbell	51 Jorge Ramirez	99 Ryan Thompson	147 Karl Grosselein	195 Rome Tillman	243 Maribel Gonzalez	291 Irlinieta Tabuyaqona	339 Morgan Geneste
4 Mike Perry	52 Dave Walker	100 Lauren Gutierrez	148 Michael Bennett	196 Aaron Simmons	244 Anthony Callaham	292 Ryan Sypher	340 Elizabeth Baranishyn
5 Christopher Michele	53 Joanne Johnson	101 Sean Fisher	149 Mark Thorley	197 Bro Hart	245 Kileigh Smith	293 Abraham Louisma	341 Brandon Angleton
6 John Eck	54 Joseph Dolce	102 Travis Mills	150 Josh Heffernen	198 Alex Fiore	246 Bradley Frost	294 Jessica Allodio	342 Adam Ha
7 Josh Bohnart	55 Travis Thurmond	103 Penny Mason	151 Matthew Saar	199 William Stratemeyer	247 Paul Goolsby	295 Brett Fogelberg	344 Zeke Kaufman
8 Rob Goodreau	56 Christopher Rasor	104 Meade Tabata	152 Elijah Tramble	200 Rhett Walker	248 Nicholas Pisciotta	296 Niki O'Brien	345 Kaleb Garcia
9 David Jeter	57 Jeffery Hoover	105 Jimmy Gaglio	153 Kristine St. Onge	201 Kristina Moyer	249 Devin Gonzales-Williams	297 Rachel Cole	346 Trenton Beavers
10 Adam Tobias	58 Leo Burkardt	106 William Swinton	154 Jordan Roby	202 Adam Lynch	250 Jeannette Brewer	298 Hunter Lewis	348 Lucas Villanueva
11 Jay Rueschoff	59 Adam Vannoy	107 Rob LaFleur	155 Jazmyyn Hyman	203 Angela Cote	251 William "Everett" Joiner	299 Shanna Chen	349 Ryan Jacobs
12 Eric Reagan	60 Christy Jones	108 Amanda Szaboles	156 Jared Bindl	204 Alan Olejnik	252 Roderick Ervin	300 Jessica Lewer	350 Anna Davis
13 Tim Troup	61 Sean Camacho	109 Steven Ingraham	157 Adam Gross	205 Ramon Negron	253 Kelli Floyd	301 Nick Westrick	351 Brent Young
14 Chad Messinio	62 Jamie Gurganus	110 John Falgout	158 Michelle Knight	206 Joe Sciacca	254 John McCrea	302 Hannah Kolobow	352 Michael Hoffman
15 Wally Messmore	63 Brian Mahar	111 Jon Ng	159 George Missinne	207 Kris Tan	255 Amanda Rebhi	303 Bryan Deitz	353 Megan Rowlett
16 T. Justin Bronder	64 TJ Ablay	112 Stephanie NeCamp	160 Will Lenoir	208 Lauren Pleiman	256 Meredith Prinz	304 Kevin Magtalas	354 Samantha Jackson
17 Chad Steipp	65 Aaron Pauli	113 Blaine Stewart	161 Nicholas Gilbert	209 Brian Austin	257 Aubry Eaton	305 Courtney Smith	355 Ryan Frost
18 Josh Trantham	66 Sean Millner	114 Andrew Sturgeon	162 Phillip Blong	210 Lea Ricci	258 Gordon Broadbent	306 Eric Jackson	356 Antonio Garza
19 Tony Calabrese	67 Lee Cole	115 Andy Flint	163 Sarah Hatch	211 Chastity Hill	259 Christine Clinton	307 Ryan Sans	357 Austin Andwan
20 Edwin Bell	68 Shawn Herrmann	116 Emily Sabat	164 Brian Pitman	212 Gilbert Rayhill	260 Charles "Zac" Seeber	308 Johnny Valentine	358 Sedacy Walden
21 Steven Mawhorter	69 Jason Rathje	117 Steven Benthal	165 Christopher Mavron	213 Candice Peterson	261 LaToya Middleton	309 John Tworney	359 Jatara Higgins
22 Jonathan Russell	70 Es Anderson	118 Joseph Robinson	166 Matt Albers	214 Stephanie Blose	262 Benjamin Persian	310 Trevor Phirman	360 Ashton Smith
23 Dave Hanisch	71 David Rothzeid	119 Brittany Prouty	167 Ryan Kramer	215 Lauren Collins	263 James Ellis	311 Gregory Orlando	361 Kevin Sosa Yancor
24 Dia Beshara	72 Rich Hanberg	120 Augustine Tran	168 Tony Konakowitz	216 Katie Foote	264 Jonathan Geerts	312 Nick Petrovich	362 Sofia Fouquet
25 Paul Adamson	73 Shawna Matthys	121 Nicholas Beck	169 Adam Niederhiser	217 Gordon Lott	265 Malia Stephens	313 Cheyenne Bierschbach	363 Byron Irving
26 John Kosobud	74 Scott Eberle	122 Gabrielle Noce	170 Morton Nemerson	218 Emily Kellner	266 Justin Baker	314 Jordan Clay	364 Angelyn Colon Cordero
27 Tim Cleaver	75 Kate Aggas	123 Allen Deneve	171 Danielle Mrla	219 Kathleen Merriex	267 Taylor Corbett	315 Kevin Schuster	365 Michael Shutlock
28 Eric Cring	76 Garrett Ellis	124 Jonathan Poole	172 Andrew Singleton	220 Justin Wilson	268 Brennan King	316 Maygan Rhodes	366 Cameron Esses
29 Nick Bedell	77 Krystle Pope	125 Kyle Dufaud	173 Christina Johnson	221 James Hardwick	269 Kristin Cromwell	317 Bryce Stallworth	367 Salvador Castillo
30 Jon Varoli	78 Kenny Smith	126 Ashley Murray	174 Cassi Ballinger	222 Tim Severance	270 Nicholas Harder	318 Zeesha Braslawsc	368 Lauren Gallego
31 Mike Delallo	79 Joe Allen	127 Jeffrey Lee	175 Matthew Schoemaker	223 Casandra-Lorraine Estrada	271 Monica Fuerst	319 Danielle Whitten	369 Seth Moseley
32 Jon Gilbert	80 Eric Inkenbrandt	128 Haley Holcombe	176 Paolo Tolentino	224 Jack Rosson	272 Roz Chromy	320 Mitchell Bartlett	370 William Tremblay
33 Jaime Bastidas	81 Patrick Lin	129 Ronald Windham	177 Megan VanHorn	225 Andrew Bossert	273 Josh Dishmon	321 Matthew Brien	371 Tyler Ramsey
34 David Lynes	82 Bradley Ching	130 Drew Rontti	178 Katie Bugg	226 Miguel Rosario	274 Danny Herrera	322 Jourdan Harris	372 Kendall Andrade
35 Kevin Rekedal	83 Jessica Wright	131 Michael Ryan	179 Nathaniel Hagood	227 Katherine Carroll	275 Jake Hawkins	323 Rebecca Gicewicz	
36 Molly Mae Potter	84 Jordan Stern	132 Felix Abeyta	180 Jake Singleton	228 Hannah Myers	276 Shane Toner	324 Lauren Wargacki	
37 Lady Simmons (Santos)	85 Mike Gorrell	133 Christopher Mott	181 Timothy Flesch	229 Kyle O'Brien	277 Gina McGhee	325 Michael Cenedella	
38 Mark Allard	86 Rachel Owen	134 Shonda Allen	182 Austin Delorme	230 Megan Buelte	278 Andres Charry	326 Zachary Goit	
39 Bryan Snyder	87 Katie Johnson	135 Michael Robblee	183 Myrka Mikhail	231 Arthur John Bazdanes	279 CJ Riazzi	327 Patrick Canavan	
40 Joe Maguadog	88 Kelcie Hall	136 Brianne Washington	184 Andrew Lingenfelter	232 Paul Vasko	280 Jushawn Ferrell	328 Ryan Reffitt	
41 Shane Rexius	89 Michael Mehio	137 Michael Murrow	185 Codi Carron	233 Naomi Bartelt	281 Enrique Garcia	329 Jackie Burr	
42 Brennan Stafford	90 Jessica Todd	138 CharMeeka Scroggins	186 Aaron Quick	234 Noel Burke	282 Hyun Kim	330 Kasheka Codner	
43 Michael Bartowitz	91 William Robinson	139 Kevin Rivers	187 Alan Boyles	235 Derek Zima	283 Kyle Taylor	331 Madeline Brackin	
44 Matt Zakri	92 Melody Spencer	140 Jason Hunter	188 Ven Valerio	236 Tyler Murray	284 Casey Boyle	332 Louie Luna	
45 Alex Hausman	93 Luke Kaspari	141 Corey Crowell	189 Mike Clark	237 Israel Woodard	285 Michael White	333 Brandy Soto	
46 Kyle Larson	94 Jack Murtha	142 Jack Murtha	190 Brad Taylor	238 Travis Cody Miller	286 Taylor Garland	334 Pia Swank	
47 Chris Long	95 Nathan Greiner	143 Barron Stone	191 Manny Cobian	239 Destini Bray	287 Justine Mullican	335 Nate Herrmann	
48 Will Bridges	96 Will Hawkins	144 Samantha Block	192 Chris Handy	240 Christine Docker	288 Tyler Goodman	336 Reid Blair	

## Key:

**Air Force**  
**Space Force**  
**Enlisted**  
**Civilian**  
**Contracting**

