



**Col T. Justin Bronder**

Program Executive Officer – Fixed Wing

Contracting Ghosts selected by  
**Col Clarence “Geno” Burton**

Director of Procurement

SPECIAL OPERATIONS FORCES ACQUISITION, TECHNOLOGY, & LOGISTICS  
**Ghost Deployment Program**



# Purpose

Provide the opportunity for high-performing acquisition officers and civilians to support and learn about USSOCOM's acquisition culture and processes

In the past, Ghosts have been exposed to:

- Delivering timely solutions for SOF in a high-ops tempo
- Connecting acquirers with operators
- USSOCOM senior leader mentorship (Acq Exec, PEOs, DVs)
- USSOCOM principles and culture:
  - *Trusted, Empowered, Relentless Acquisition Professionals*

## Outcome:

- Return to Air and Space Forces with broad knowledge and skill-set
- **Forge** tomorrow's **Leaders** with a high-ops tempo experience





# Evolution of the Ghost Program



AC-130 Gunships



Stand-Off Precision Guided Missile



Medium Endurance UAS



Program Liaison



Manned ISR

**Evolving:**



2007: 1<sup>st</sup> Program Manager Ghost



2015: 1<sup>st</sup> Civilian Ghost



2017: 1<sup>st</sup> Contracting Ghost



2021: 1<sup>st</sup> Enlisted Ghost

**Engaging:**



2007: PEO-Fixed Wing



2014: RATPAC



2020: SOF AT&L PEOs & SOF Talks

**Executing:**



2007: Iraq Surge



2011: Afghanistan



2014: Djibouti/Ft. Bragg/CDDs



2018: Syria



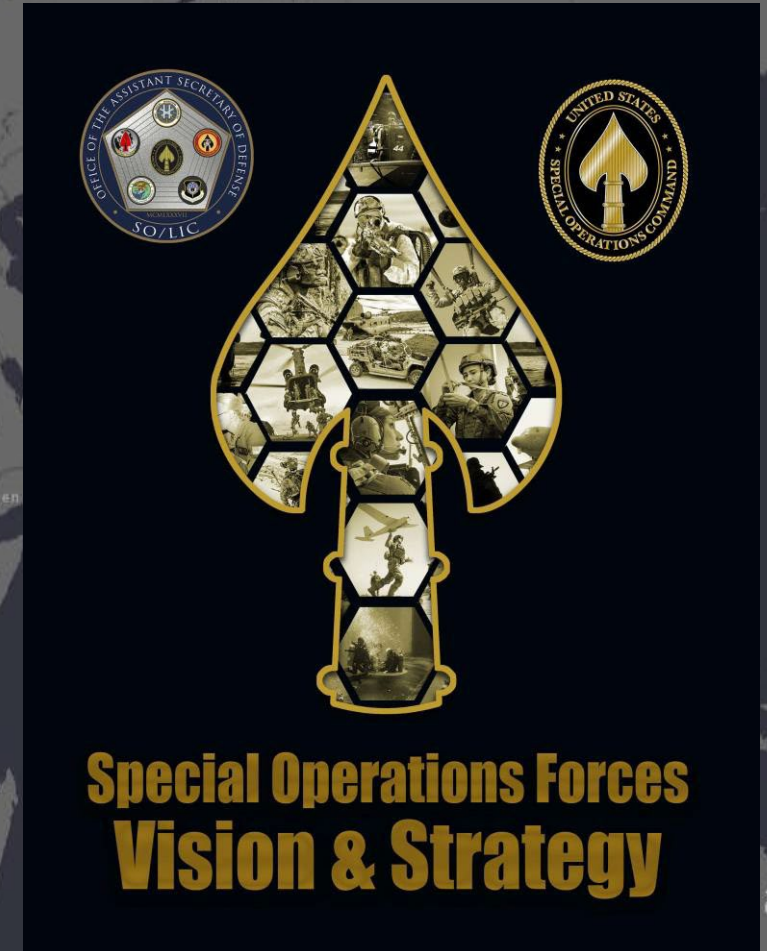
2021: TSOCs

# USSOCOM Vision & Strategy

USSOCOM currently adapting to Integrated Deterrence environment:

- "Since 9/11, Special Operations Forces (SOF) primarily focused on countering terrorists, while our state adversaries sought to counter our capabilities and national interests. Now, the US faces adversaries increasingly capable of countering our gains, threatening our Homeland, reducing our influence, and eroding our advantages globally. To protect and advance our national interests, SOF must adapt our formations, concepts, and capabilities, while strengthening our critical relationships with allies and partners."
- "...Across this spectrum, SOF will conduct sustainable, priority Counter-Terrorist (CT) operations, while supporting integrated deterrence, and preparing for potential high-end conflict."

Special Operations Forces Vision & Strategy, 2022



Ghosts operate in a dynamic environment; each experience will be unique



# Ghost Expectations

- Fully integrated into SOF AT&L supporting PEOs and Directorates
- Challenging assignments: Real world impact from day one
- Opportunity to touch all aspects of acquisition from development to service contracts
- Acquisitions supporting programs and operators across the globe
- Expect independence, responsibility, and empowerment from the start
- Drive innovative solutions while problem solving in a fast-paced environment
- Deployment-like workload and expectations



Ghost projects will be determined by user demand at time of arrival

# Ghost Opportunities



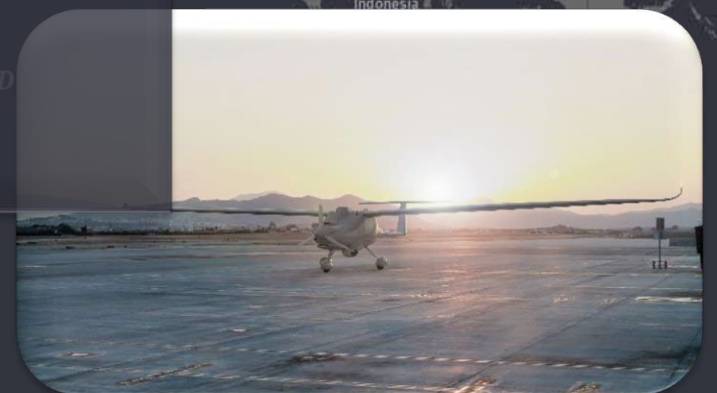


# Ghost Projects



Previous Ghost projects have included:

- Developing and deploying emerging new capabilities
- Leading Combat Mission Needs Statements (CMNS) for rapid fielding
- Lead collaboration across defense, industry and academia
- ID capability gaps and challenge ecosystem partners to close those gaps
- Major Exercise Planning
- Multiple TDYs to various locations
- Direct support to SOF in the field



SOUTHERN  
OCEAN

# Target Applicants

## The People

Program Managers

Engineers

Scientists

Contracting

Finance

**Competitively Selected**

High performing Air 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
- Comfortable being uncomfortable
- Physically fit

Military Ghosts: 61/2/3/4/5 and 6C Career Fields

- Target grade: Captain or SSgt/TSgt with less than 10 years of experience
- First Lieutenants considered on case-by-case basis

Civilian Ghosts: 1101/1102/0800/0500/0346

- Target grade: GS-12/-13/NH-03 with less than 10 years of experience

3-7 years warranted CO experience for Contracting

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

- Military PM Ghosts will be issued voluntary Contingency, Exercise, and Deployment (CED) Orders
- Civilian Ghosts are in TDY status through USSOCOM at MacDill AFB
  - USSOCOM will not pay overtime/compensatory time (home unit may provide)
- PM Ghosts: ~75 days CONUS at MacDill AFB / ~75 days CONUS at alternate location / OCONUS (depending on mission requirements)
- PK Ghosts: Will be issued DTS Orders through USSOCOM – tour will not exceed 4 months



# A Day in the Life...

- Demanding customer with no fail mission--expect challenging and enriching days; typical schedule:
  - 0600 – 2000 Monday-Friday
  - 0700 – 1600 Saturday
  - Thanksgiving/Christmas Day off, all other Holidays/SOCOM Safety Days expect Saturday hours
- Potential leadership opportunities in a Joint environment from Day 1
- Partner with users & provide acquisition liaison support to SOF units
- Critical administrative support to the GHOST program and SOCOM acquisition ops -- extracurriculars include executive officer opportunities, event planning, applicant vetting, etc.
- Expect daily PT
  - Group/Individual PT includes, but not limited to: Running, Swimming, Interval Training, Gatorball, Ultimate Frisbee, Volleyball, etc.
- Living Conditions
  - All GHOSTs reside at a pre-approved furnished apartment complex

# Military Deployment Requirements (Air Force)

- MUST HAVE an active TS/SCI Clearance
  - Members may apply with a Secret Clearance if a TS/SCI is complete BEFORE arrival
- Fitness requirements: Average PT score over 90 (last 3 years of PFA scores)
  - See specific instructions (next page) on USSF fitness requirements/paperwork
- Medical Clearance for Deployment to include vaccinations for worldwide deployment (all theaters) & waivers for any DAV codes
- Ready Airman Training (RAT) CBTs
- Pre-deployment training (Specific to 61/62/63 Ghosts)
  - Deployment and Training is home-station UDM funding (centrally funded)
  - Note: Theater reporting instructions to be determined during time at SOCOM



SOUTH  
PACIFIC  
OCEAN

INDIAN OCEAN

Australia

SOUTHERN  
OCEAN



# Military Application Instructions

- Air Force only
- Application Requirements:
  - Military Ghost Application Form
  - Chain-of-command endorsement letter (O-6/GS-15/NH-04 or higher)
  - AMS SURF
  - Last 3 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](mailto:FW_Ghost@SOCOM.mil)
    - Email: [FW\\_Ghost@SOCOM.mil](mailto:FW_Ghost@SOCOM.mil)
    - Encryption Passphrase: socomghost
    - File Naming Convention: Last.First.Mil



SOUTHERN  
OCEAN

# 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 3 performance appraisals
  - Resume
- MUST HAVE an active TS/SCI Clearance
  - Members may apply with a Secret Clearance if a TS/SCI is complete BEFORE arrival
- 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](mailto:FW_Ghost@SOCOM.mil)
    - Email: [FW\\_Ghost@SOCOM.mil](mailto:FW_Ghost@SOCOM.mil)
    - Encryption Passphrase: socomghost
- File Naming Convention: Last.First.Civ





# Estimated Rotation Dates



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

Call Release	Target Applicants	Rotation Dates
Aug 25	<u>PM Ghosts:</u> Military (61,62,63,65) Civilian (1101/1102/0800/0500/0346)	1. Jan 26 – Jun 26 2. Feb 26 – Aug 26 3. Apr 26 – Sep 26 4. May 26 – Oct 26 5. Jun 26 – Nov 26 6. Aug 26 – Jan 27
Aug 25	<u>PK Ghosts:</u> Military (64/6C) Civilian (1102)	1. Mar 26 – Jul 26 2. May 26 – Sep 26 3. Jul 26 – Nov 26 4. Sep 26 – Jan 27 5. Nov 26 – Mar 27 6. Jan 27 – May 27

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 Grosselin	195 Rome Tillman	243 Maribel Gonzalez	291 Irinieta 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 Allovio	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	347 Samantha Jackson
11 Jay Rueschoff	59 Adam Vannoy	107 Rob LaFleur	155 Jazmyn Hyman	203 Angela Cote	251 William "Everett" Joiner	299 Shanna Chen	
12 Eric Reagan	60 Christy Jones	108 Amanda Szabolcs	156 Jared Bindl	204 Alan Olejnik	252 Roderick Ervin	300 Jessica Lewer	
13 Tim Troup	61 Sean Camacho	109 Steven Ingraham	157 Adam Gross	205 Ramon Negron	253 Kelli Floyd	301 Nick Westrick	
14 Chad Messinio	62 Jamie Gurganus	110 John Falgout	158 Michelle Knight	206 Joe Sciacca	254 John McCrea	302 Hannah Kolobow	
15 Wally Messmore	63 Brian Mahar	111 Jon Ng	159 George Missinne	207 Kris Tan	255 Amanda Rebhi	303 Bryan Deitz	
16 T. Justin Bronder	64 TJ Ablay	112 Stephanie NeCamp	160 Will Lenoir	208 Lauren Pleiman	256 Meredith Prinz	304 Kevin Magtalas	
17 Chad Steipp	65 Aaron Pauli	113 Blaine Stewart	161 Nicholas Gilbert	209 Brian Austin	257 Aubry Eaton	305 Courtney Smith	
18 Josh Trantham	66 Sean Millner	114 Andrew Sturgeon	162 Philip Blong	210 Lea Ricci	258 Gordon Broadbent	306 Eric Jackson	
19 Tony Calabrese	67 Lee Cole	115 Andy Flint	163 Sarah Hatch	211 Chastity Hill	259 Christine Clinton	307 Ryan Sans	
20 Edwin Bell	68 Shawn Herrmann	116 Emily Sabat	164 Brian Pitman	212 Gilbert Rayhill	260 Charles "Zac" Seeber	308 Johnny Valentine	
21 Steven Mawhorter	69 Jason Rathje	117 Steven Benthall	165 Christopher Mavron	213 Candice Peterson	261 LaToya Middleton	309 John Twomey	
22 Jonathan Russell	70 Es Anderson	118 Joseph Robinson	166 Matt Albers	214 Stephanie Blose	262 Benjamin Persian	310 Trevor Pfirman	
23 Dave Hanisch	71 David Rothzeid	119 Brittany Prouty	167 Ryan Kramer	215 Lauren Collins	263 James Ellis	311 Gregory Orlando	
24 Dia Beshara	72 Rich Hanberg	120 Augustine Tran	168 Tony Konakowitz	216 Katie Foote	264 Jonathan Geerts	312 Nick Petrovich	
25 Paul Adamson	73 Shawna Matthys	121 Nicholas Beck	169 Adam Niederhiser	217 Gordon Lott	265 Malia Stephens	313 Cheyenne Bierschbach	
26 John Kosobud	74 Scott Eberle	122 Gabrielle Noce	170 Morton Nemerson	218 Emily Kellner	266 Justin Baker	314 Jordan Clay	
27 Tim Cleaver	75 Kate Aggas	123 Allen Deneve	171 Danielle Mrla	219 Kathleen Merriex	267 Taylor Corbett	315 Kevin Schuster	
28 Eric Cring	76 Garrett Ellis	124 Jonathan Poole	172 Andrew Singleton	220 Justin Wilson	268 Brennan King	316 Maygan Rhodes	
29 Nick Bedell	77 Krystle Pope	125 Kyle Dufaud	173 Christina Johnson	221 James Hardwick	269 Kristin Cromwell	317 Bryce Stallworth	
30 Jon Varoli	78 Kenny Smith	126 Ashley Murray	174 Cassi Ballinger	222 Tim Severance	270 Nicholas Harder	318 Zeesha Braslawski	
31 Mike Delallo	79 Joe Allen	127 Jeffrey Lee	175 Matthew Schoemaker	223 Casandra-Lorraine Estrada	271 Monica Fuerst	319 Danielle Whitten	
32 Jon Gilbert	80 Eric Inkenbrandt	128 Haley Holcombe	176 Paolo Tolentino	224 Jack Rosson	272 Roz Chromy	320 Mitchell Bartlett	
33 Jaime Bastidas	81 Patrick Lin	129 Ronald Windham	177 Megan VanHorn	225 Andrew Bossert	273 Josh Dishmon	321 Matthew Brien	
34 David Lynes	82 Bradley Ching	130 Drew Rontti	178 Katie Bugg	226 Miguel Rosario	274 Danny Herrera	322 Jourdan Harris	
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 Cendella	
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 Maher 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 Tyler Hough	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







# Ghost Nation Trusted Network of Acquisition Professionals

For any questions reach out to:

[FW\\_Ghost@socom.mil](mailto:FW_Ghost@socom.mil)

