

**BY ORDER OF THE
SECRETARY OF THE AIR FORCE**

**AIR FORCE SPECIAL OPERATIONS
COMMAND MANUAL 11-207**

17 MARCH 2020

Flying Operations

**AFSOC WEAPONS AND TACTICS
PROGRAM**



COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

ACCESSIBILITY: This publication is available on the e-Publishing website at www.e-publishing.af.mil for downloading or ordering.

RELEASABILITY: There are no releasability restrictions on this publication.

OPR: AFSOC/A3T

Certified by: HQ AFSOC/A3T
(Col Robert M. Taylor)

Supersedes: AFSOC11-207,
16 August 2012

Pages: 58

This instruction implements AFD 11-2, *Aircrew Operations*, AFD 10-7, *Information Operations*, AFI 10-703, *Electronic Warfare Integrated Reprogramming*, AFI 10-706, *Electronic Warfare*, AFMAN 11-260, *Tactics Development Program*, AFI 11-261, *Tactical Data Link Planning and Operations*, and AFMAN 11-415, *Weapons and Tactics Program*. It establishes policies, responsibilities, and procedures for conducting the AFSOC tactics program and electronic warfare training. It is applicable to Air Force Special Operations Command (AFSOC), Air National Guard (ANG) and Air Force Reserve Command (AFRC) units. This instruction applies during peacetime, contingency, and wartime. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with AFI 33-322, *Records Management and Information Governance Program*, and disposed of in accordance with Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS). This publication may be supplemented at any level, but all Supplements must be routed to the OPR of this publication for coordination prior to certification and approval. Send comments and suggested improvements to this publication on AF Form 847, Recommendation for Change of Publication, through channels, to HQ AFSOC/A3TW, 100 Bartley Street Suite 121W, Hurlburt Field FL, 32544. Waivers: The authorities to waive wing/unit level requirements in this publication are identified with a Tier (“T-0, T-1, T-2, T-3”) number following the compliance statement. See AFI 33-360, *Publications and Forms Management*, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority, or alternately, to the Publication OPR for non-tiered compliance

items. Active duty units submit requests for deviations from this instruction to AFSOC/A3 unless otherwise noted.

SUMMARY OF CHANGES

This document is substantially revised and must be completely reviewed. This revision establishes the division of responsibilities between HQ AFSOC/A3TW the 492nd Special Operations Training Group Tactics Development office (492 SOTRG/OGK). It also complements AFMAN 11-415 *Weapons and Tactics Programs* and 11-260 *Tactics Development Program* while providing clarity to AFSOC specific items, though defers to higher level guidance if there is any potential contradiction.

Chapter 1— GENERAL POLICY	5
1.1. General.	5
1.2. Tactics Program Goal and Objectives.	5
1.3. Recommendations for Change.	5
1.4. Supplements.	5
1.5. Deviations and Waivers.	5
Chapter 2— RESPONSIBILITIES	7
2.1. General.	7
2.2. AFSOC/A3:	7
Table 2.1. AFSOC/A3TW Publication Responsibilities.....	8
2.3. 492 Special Operations Training Group Tactics Development (492 SOTRG/TGW) Responsibilities.	10
Table 2.2. 492 SOTRG/TGW Manning Requirements.....	11
2.4. Group Weapons and Tactics Responsibilities:	13
Table 2.3. Group Weapons and Tactics Manning Requirements. (See AFMAN 11-415, Chapter 6 regarding W-Prefix Manning Standards for Tier 2 billets.)	15
Table 2.4. Training Support Squadron Weapons and Tactics Manning Requirements. (See AFMAN 11-415, Chapter 6 regarding W-Prefix Manning Standards for Tier 2 billets.)	18
2.5. Squadron Weapons and Tactics Responsibilities:	19
Table 2.5. Squadron Weapons and Tactics Manning Requirements. (See AFMAN 11-415, Chapter 6 regarding W-Prefix Manning Standards for Tier 1 billets.)	21
2.6. HQ AFSOC/A1.	24

2.7.	HQ AFSOC/A2.....	25
2.8.	HQ AFSOC/A3.....	25
2.9.	HQ AFSOC/A4.....	25
2.10.	HQ AFSOC/A5/8.....	25
Chapter 3— COMBAT OPERATIONS PLANNING		26
3.1.	General.	26
3.2.	Capabilities/Mission Assessment.	26
3.3.	Designed Operational Capabilities (DOC) Statements and Mission Essential Task Listings (METL).	26
Chapter 4— TACTICS DEVELOPMENT AND IMPROVEMENT PROGRAM (TDIP)		27
4.1.	General.	27
4.2.	Tactics Improvement Proposal (AF IMT 4326).	27
4.3.	Test Request.	27
4.4.	Tactics Review Board (TRB).	27
Figure 4.1.	AFSOC Tactics Improvement Proposal Process.	28
4.5.	Quick Look Project/Immediate War Requirement.	28
4.6.	Aircraft Modification Requests.	28
4.7.	Urgent Operational Need (UON) for Air Force capabilities, and Combat Mission Need Statements (CMNS) for SOF capabilities.	29
4.8.	USAF Deficiency Reporting, Investigation, and Resolution.	29
4.9.	Change of Flight Manual.	29
4.10.	Tactics After Action Reports (TAAR).....	29
Figure 4.2.	TAAR Format.	31
Chapter 5— TACTICS TRAINING		32
5.1.	General.	32
5.2.	Threat System Recognition Training.	32
5.3.	Combat Mission Training (CMT).	32
Table 5.1.	Combat Mission Training Required Topics.	33
5.4.	Quarterly Tactics Training.	35

5.5.	Tactical Employment/Threat Open Book Test.	35
5.6.	Verification Planning Exercises (VPE).	36
5.7.	Combat Mission Sortie (CMS).	36
5.8.	AFSOC Tactics Intra-fly Program (TIFP).	37
5.9.	Weapons and Tactics Library.	37
Table 5.2.	Tactics Library Publications.	38
Table 5.3.	Special Tactics Required Tactics Publications.	40
Attachment 1— GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION		42
Attachment 2— APPOINTMENT LETTER		51
Attachment 3— VPE PLANNING ELEMENTS		52
Attachment 4— CMS OBSERVATION CHECKLIST		54
Attachment 5— AFSOC REPORTING PROCEDURES FOR WEAPON EMPLOYMENT INCIDENTS		58

Chapter 1

GENERAL POLICY

1.1. General. HQ AFSOC is designated as lead command for developing, documenting, and disseminating tactics for Air Force Special Operation Forces (AFSOF), AFSOC-gained Air National Guard (ANG), and Air Force Reserve Component (AFRC) forces. This instruction describes the AFSOC tactics program to fulfill this responsibility. AFSOC Weapons and Tactics (AFSOC/A3TW) is responsible for overseeing execution of the AFSOC Weapons and Tactics program.

1.2. Tactics Program Goal and Objectives. The goal of the weapons and tactics program is to support unit commanders in their responsibility to provide combat-ready aircrews and tactical ground personnel to the combatant commander. This instruction provides a framework for the AFSOC tactics program. The unit tactics program should focus significant effort on instructing unit personnel on proper planning, employment, and assessment of published tactics, techniques, and procedures (TTP). In those situations where published TTP and equipment are lacking, it is the responsibility of the unit tactician to identify how tactical realities have changed, what the proposed solutions are, and then to share that information both vertically and laterally. A properly administered tactics program will:

- 1.2.1. Ensure units are prepared to execute Designated Operational Capability (DOC), Operations Plans (OPLAN) taskings, Aviation Unit Prep Message (AUPM) and current Air and Space Expeditionary Force (AEF) requirements.
- 1.2.2. Ensure unit training supports Mission Essential Task List (METL).
- 1.2.3. Provide a reliable source for planning, employment decision-making, and a realistic assessment of combat capability at all levels.
- 1.2.4. Validate existing tactics.
- 1.2.5. Provide for active participation in the development of TTP.
- 1.2.6. Manage and disseminate cross flow of relevant tactics information among AFSOC units and appropriate outside organizations.
- 1.2.7. Serve as the operations focal point for weapons and munitions issues.
- 1.2.8. Serve as the focal point for external tactical training support.
- 1.2.9. Ensure program development, implementation, and sustainment.

1.3. Recommendations for Change. Submit recommendations for changes to HQ AFSOC/A3TW using an AF Form 847.

1.4. Supplements. Each wing/group may supplement this instruction as necessary but may not be less restrictive. Forward a copy of the draft supplement to HQ AFSOC/A3TW for final review prior to implementation.

1.5. Deviations and Waivers. Waivers. Directive guidance (will, shall, must, etc.) throughout this regulation are tiered IAW AFI 33-360, Publications and Forms Management. For examples of tiered waivers, see AFI 33-360. MAJCOM/A3 is waiver authority for MAJCOM supplements to this instruction. MAJCOM/A3s will forward a copy of approved long-term waivers, to this

instruction, to HQ AFSOC/A3TW for follow-on action. Submit waivers on AF Form 679 *Air Force Publication Compliance Item Waiver Request/Approval*.

1.5.1. Waiver Approval Process. AFSOC/A3 is the approval authority for all Tier 2 waivers to this instruction. AFSOC/A3 may delegate waiver authority to a designated COMAFSOF for forces under their OPCON. Waivers must be reviewed and approved through each level in operations channels. HQ AFSOC will notify NGB/A3 and/or AFRC/A3 of waiver status disposition for ANG or AFRC units. Waiver requests for administrative or manning issues originating from ANG and AFRC units will be staffed through NGB/A3 or AFRC/A3 with information copies sent to AFSOC/A3. All other waiver requests originating from ANG and AFRC units must be staffed through the NGB/A3 or AFRC/A3 prior to final approval/disapproval by AFSOC/A3.

1.5.2. Tier 0: Annotated by “(T-0)”. Determined by respective non-AF authority (e.g. Congress, White House, Secretary of Defense, Joint Staff, etc.). The waiver authority is external to AF.

1.5.2.1. Tier 1: Annotated by “(T-1)”. Non-compliance puts Airmen, commanders or the USAF strongly at risk of mission or program failure, death, injury, legal jeopardy or fraud, waste or abuse.

1.5.2.2. HQ AFSOC/A3TW will initiate Tier 1 waivers. Tier 1 waiver renewal requests will only be accepted from HQ AFSOC/A3TW.

1.5.2.3. Tier 1 includes guidance that lends to standardization across all USAF wings and platforms.

1.5.3. Tier 2: Annotated by “(T-2)”. Non-compliance may degrade mission or program effectiveness or efficiency and has potential to create moderate risk of mission or program failure, injury, legal jeopardy or fraud, waste, or abuse.

1.5.3.1. Tier 2 waivers only apply within the approving MAJCOM.

1.5.3.2. Tier 2 guidance includes instruction that lends to standardization across MAJCOM-specific wings and platforms. Once approved, AFSOC/A3TW will send a Tactics Read File within 5 duty days.

1.5.4. Tier 3: Annotated by “(T-3)”. Non-compliance may limit mission or program effectiveness or efficiency and has a relatively remote potential to create risk of mission or program failure, injury, legal jeopardy or fraud, waste, or abuse.

1.5.4.1. Wing commanders, delegable no lower than operations group commanders or equivalent, will initiate and approve Tier 3 waiver requests. Once approved, wings will send an informational copy to HQ AFSOC/A3TW within 5 duty days.

1.5.4.2. Tier 3 guidance includes instruction that is limited to wing- and location-specified rules that do not affect AF-level standardization.

Chapter 2

RESPONSIBILITIES

2.1. General. Commanders have the responsibility to provide combat-ready aircrews and ground personnel to the Combatant Commander. Each unit's weapons and tactics program should focus significant effort on instructing unit personnel on proper planning, employment, and assessment of published TTPs and equipment. In those situations where published TTPs and equipment are lacking, it is the responsibility of the unit tactician to identify how tactical realities have changed, what the proposed solutions are, and then to share that information both vertically and laterally.

2.2. AFSOC/A3: The AFSOC/A3 is primarily responsible for directing and training forces and for ensuring Special Operations Forces (SOF) operators are capable of accomplishing their assigned mission.

2.2.1. AFSOC Tactics (AFSOC/A3TW) is the office of primary responsibility (OPR) for the Command Weapons and Tactics program and this instruction. AFSOC/A3TW is responsible for policy and oversight of the weapons and tactics program. This includes administration of the program and headquarters level capabilities efforts. AFSOC/A3TW will:

2.2.1.1. Review Operational Plans (OPLAN), Contingency Plans (CONPLAN), MAJCOM, AF operational concepts of operation (CONOP) as they relate to tactics employment.

2.2.1.2. Serve as Office of Primary Responsibility (OPR) for AFTTP 3-1 series, AFTTP 3-3 series, and AFSOC Tactics Handbook revision processes. Performs final coordination with 561st JTS.

2.2.1.3. Monitor each unit's compliance through the Management Internal Control Toolset (MICT) at <https://mict.us.af.mil/> and submit results to AFSOC/A3 and AFSOC/IG.

2.2.1.4. Coordinate with applicable Air Staff, MAJCOM, and Air Force Personnel Center (AFPC) agencies on all "W" prefix manpower actions to ensure requirements reflect adequate justification for assignment of the "W" prefix IAW AFMAN 11-415, Weapons and Tactics Program.

2.2.1.5. Participate in Tri-annual Airdrop Malfunction and Safety Analysis Review Boards (AMSARB). Ensure all units with an airdrop mission identify and analyze airdrop malfunctions using the DD Form 1748-2, Airdrop Malfunction Report, material deficiencies, and provide input to establish corrective procedures.

2.2.1.6. HQ AFSOC/A3TW will review results of wing/operations group aerial delivery review panels (ADRP) and maintain an ADRP master database. All AFSOC airdrop units will forward ADRP results to AFSOC/A3TW within 14 days of the incident. Refer to AFJ 13-210(I), Chapter 1 for ADRP procedures. As significant trend items indicate, AFSOC/A3TW will recommend ADRP corrective action(s) to the AFSOC/A3.

2.2.1.7. Review requests for rigging and airdrop of standard loads using non-standard rigging. (T-2)

2.2.1.8. Approve Forward Area Refueling Point (FARP) sites and publish a master FARP site list on the secure Talon Point database at

<https://talonpoint.snlca.nro.smil.mil/TalonPoint/home> and <https://gz-db.org/index.html> for unclassified surveys. (T-2)

2.2.1.9. Approve waivers and conduct safety of flight reviews, and approve/disapprove drop zone (DZ), Landing Zone (LZ), Helicopter Landing Zone (HLZ), and gunnery range surveys IAW AFI 13-217. Final approved surveys will be maintained on the secure Talon Point database at <https://talonpoint.snlca.nro.smil.mil/TalonPoint/home> and <https://gz-db.org/index.html> for unclassified surveys.

2.2.1.10. Review results of group-level munitions delivery review board (MDRB) following an off range/off target expenditure and/or weapons malfunction. Employment incidents will be handled IAW AFI 11-202, Vol 3, AFSOC SUP, General Flight Rules. See **Attachment 5** for a list of information to collect. HQ AFSOC/A3TW will identify and analyze MDRB results, malfunctions, and equipment/weapon deficiencies and provide input to establish corrective procedures. HQ AFSOC/A3TW will maintain an archive of MDRB results. (T-2)

2.2.1.11. Coordinate with applicable Air Staff, MAJCOM, and Air Force Personnel Center (AFPC) agencies on all "W" prefix manpower actions to ensure requirements reflect adequate justification for assignment of the "W" prefix IAW AFMAN 11-415, Weapons and Tactics Program. (T-2)

2.2.1.12. Conduct selection and award procedures for AFSOC Combat Tactician of the Year Awards in accordance with AFSOCI 36-2805, *Directorate of Operations Awards*.

2.2.1.13. Review, coordinate, and make recommendations to change documents and forms listed in **Table 2.1**.

Table 2.1. AFSOC/A3TW Publication Responsibilities.

Publication / Form	Title	Duty
Agile Munitions Support Tool (AMST)	Ground Munitions Allocation Tables (GMAT)	Coord
AFI 10-703	Electronic Warfare Integrated Reprogramming	Coord
AFI 10-706	Electronic Warfare Operations	Coord
AFI 10-3502 Series	Pararescue and Combat Rescue Officer Training, Standardization, and Operations	Coord
AFI 11-231	Computed Air Release Point Procedures	Coord
AFMAN 11-260	Tactics Development Program	Coord
AFMAN 11-415	Weapons and Tactics Programs	Coord
AFMAN 11-2 Mission Design Series (MDS)	Aircrew Training, Standardization, and Operations	Coord
AFI 11-212	Munitions Requirements for Aircrew Training	Coord
AFMAN 13-212 V1	Range Planning and Operations	Coord

Publication / Form	Title	Duty
AFI 13-217	Drop Zone and Landing Zone Operations	Coord
AFI 13-217, AFSOCSUP	Drop Zone and Landing Zone Operations	Coord
AFI 13-210_IP	Joint Airdrop Inspection Records, Malfunction/Incident Investigations, and Activity Reporting	Coord
T.O. 13C7-1-(Series)	Joint Airdrop Rigging Technical Orders	Coord
AFI 11-235	Specialized Fueling Operations	Publish
AFI 11-410	Personnel Parachute Operations	Coord
AFI 16-1301	Survival, Evasion, Resistance, and Escape (SERE) Program	Coord
AFSOCMAN 11-207	AFSOC Tactics Program	Publish
AFTTP 3-1 MDS Series	Tactical Employment	Publish
AFTTP 3-3 MDS Series	Combat Aircraft Fundamentals	Publish
AFSOC Tactics Handbooks	Tactical Employment	Publish
AF Form 4326	Tactics Improvement Proposal	Action/Publish

2.2.1.14. Review and evaluate current mission requirements, employment tactics, mission planning routines, and analysis of current and emerging threats through the annual weapons and tactics conference (WEPTAC) and the special operations forces tactics analysis team (SOFTAT). **(T-2)**

2.2.1.15. A3TW will coordinate with the A2 SOFTASE office in order to appoint the SOFTAT operations co-chair. Information on SOFTAT and the duties of the SOFTASE can be found on SIPR at <https://afsoc.sof.socom.smil.mil/sites/a2/a2o/A2OA/default.aspx>.

2.2.1.16. Convene/chair annual HQ-level tactics review board (TRB) in conjunction with annual weapons and tactics (WEPTAC) symposium. **(T-2)**

2.2.1.17. Participate in the following HQ AFSOC working groups as warranted: Gatekeeper Meetings, Configuration Review Boards (CRB); Integrated Process Teams (IPT), Lessons Learned Work Groups (LLWG). **(T-2)**

2.2.1.18. Maintain the AFSOC Tactics Improvement Proposal (TIP) database (AF Form 4326) and Operational Testing Database (AF Form 93, *Test Request*) on the Secure ATIM site <https://afsoc.sof.socom.smil.mil/teams/ATIMS/default.aspx>. 492 SOTRG/OGK will provide concurrence or non-concurrence recommendations and identify corrective action within four weeks of a TIP being input into the database, but not before group concurs with a TIP. **(T-2)** For more details on the TIP process see **Paragraph 4.2**.

2.2.1.19. Act as tactical advisor to the AFSOC/A3 and AFSOC/A5/8 for weapons system modifications and new technologies. Will designate primary and alternate Weapons and Tactics Officers for the formulation, development, demonstration, and assessment of concepts, mission needs, and requirements for the development and fielding of new capabilities. (T-2)

2.2.1.20. Support the Tactics Interfly Program (TIFP) along side the 492 SOTRG/OGK.

2.2.1.21. Facilitate tactics information distribution and crosstell by maintaining the secure ATIMS <https://afsoc.sof.socom.smil.mil/teams/ATIMS/default.aspx> and unclassified ATIMS <https://cs2.eis.af.mil/sites/13615/default.aspx>. (T-2)

2.2.1.22. Develop and validate test, training, combat fly-away, and War Reserve Materiel requirements for command and AFSOC gained Guard and Reserve units. Provide those requirements to both HQ AF/A5RW and SOCOM/J4 in an annual forecast. Coordinate with subordinate units to ensure the forecast is complete and meets all mission needs.

2.3. 492 Special Operations Training Group Tactics Development (492 SOTRG/TGW) Responsibilities. 492 SOTRG/TGW is responsible for developing SOF capabilities through innovative tactics, technology, and training. As part of this, 492 SOTRG/TGW is the OPR for tactics development which includes, tactical preparation for combat operations, leading the Tactics Development and Improvement Program (TDIP), and facilitating tactical training and assessment of AFSOC warfighters. The 492 SOTRG/TGW will perform the following functions:

2.3.1. Serve as lead facilitator for evaluation, development and validation of AFSOC TTP. (T-2)

2.3.1.1. Continually review and evaluate current mission requirements, employment tactics, mission planning routines, and analysis of current and emerging threats in coordination with SOFTASE to identify tactical requirements and deficiencies. (T-2)

2.3.1.2. Observe and critique ground and flight operations during AFSOC exercises. At a minimum, this should include EMERALD WARRIOR, SOFEX, and USAFWS' Integration Phase. (T-2)

2.3.1.3. Facilitate cross talk. The 492 SOTRG/TGW will coordinate with superior, equivalent, and/or subordinate units as necessary to maintain awareness of potential issues of local as well as MDS-wide impact. This may include periodic contact with weapons shops outside the MAJCOM, wing, or group that operate the same MDS or have similar mission employment tasking. (T-2)

2.3.1.4. Determine TTP validation path between tactics development and evaluation (TD&E), Modeling and Simulation or stakeholder consensus.

2.3.1.5. Serve as Office of Coordinating Responsibility (OCR) for AFTTP 3-1 series, AFTTP 3-3 series, and AFSOC Tactics Handbook revision processes. (T-2)

2.3.1.6. Assigns Model Managers to AFTTP volume re-write activities with the 561st JTS and notifies A3TW of assignments. (T-2)

2.3.1.7. Participate in WEPTACs, the LLWG, post deployment after action briefs, USAFWS paper presentations, and SOFTAT. (T-2)

2.3.2. Ensure systems and capabilities field with baseline TTP. (T-2)

2.3.2.1. Facilitate Early Influence. Early Influence enables enagement and teaming activities between end users and acquisition communities early in the acquisition process in order to reduce program risk and support delivering mission capable systems to the warfighter. **(T-2)**

2.3.2.2. Support AFSOC warfighters in the formulation, development, demonstration, and assessment of concepts, mission needs, and requirements for the development of new capabilities to support Combat Mission Need Statements (CMNS), Joint Urgent Operational Needs (JUON) and Joint Emergent Operational Needs (JEON) requirements, and technology experimentation. **(T-2)**

2.3.2.2.1. Author concepts of employment (CONEMP) for AFSOC weapons systems and provide tactics subject matter expertise for tactics development and evaluation (TD&E) efforts, operational tests (OT), developmental tests (DT) and coordinate on test plan development and reports. **(T-2)**

2.3.2.3. Participate in Gatekeeper Meetings, CRBs and IPTs. **(T-2)**

2.3.2.4. Reviews Lessons Learned Working Group (LLWG) submissions to verify parallel efforts are not currently in work. **(T-2)**

2.3.3. Ensure manning meets or exceeds the minimum quotas outlined in **Table 2.2** to support Tactics Development activities across the spectrum of AFSOC capabilities (IAW AFMAN 11-415). As AFSOC lacks a Numbered Air Force, Center or Test and Evaluation Wing to conduct the TDIP; the 492 SOTRG/TGW will organize into functional areas (**Table 2.2**) manned with officer, enlisted and civilian personnel. USAFWS graduates, instructors, flight leads and civilian subject matter experts with necessary tactical expertise will man the 492 SOTRG/TGW. The Chief of 492 SOTRG/TGW will be a USAFWS graduate. **(T-2)**

Table 2.2. 492 SOTRG/TGW Manning Requirements.

FUNCTIONAL AREA	DESIRED	MINIMUM	NOTES
Mobility	1 x Civilian 1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO) 1 x JAI-qualified instructor LM 1 x Instructor DSO	1 x Civilian 1 x USAFWS grad (Pilot/CSO) 1 x JAI-qualified Instructor LM	1, 2, 4, 5
Manned ISR	1 x Civilian 1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO) 1 x Instructor TSO	1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO)	2, 4, 5

Unmanned ISR	1 x Civilian 1 x USAFWS grad (Pilot) 1 x SOAIC Sensor Operator (SO)	1 x Civilian 1 x USAFWS grad (Pilot/SO) 1 x SOAIC SO	2, 4
Strike	1 x Civilian 1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO) 1 x Instructor Special Mission Aviator (SMA) 1 x Instructor Sensor 1 x Instructor DSO	1 x Civilian 1 x USAFWS grad (Pilot/CSO) 1 x Instructor Sensor	1, 2, 4, 5
Assault	1 x Civilian 1 x Instructor/Flt Lead Pilot 1 x Instructor SMA	1 x Civilian 1 x Instructor (Pilot/SMA)	4
Special Tactics	1 x Civilian 1 x USAFWS grad (STO/CCT) 1 x PJ 1 x SR 1 x TACP 1 x SOST	1 x Civilian 1 x USAFWS grad (STO/CCT)	2, 4
Information Ops (IO)	1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO) 1 x AMSO with IO experience	1 x USAFWS grad (Pilot/CSO) 1 x AMSO with IO experience	1, 2, 4
Non-standard Aviation	1 x Instructor Pilot 1 x Instructor Loadmaster	1 x Instructor Pilot	2, 4
Combat Air Advisor	1 x Instructor	1 x Instructor	
Electronic Warfare (EW)	1 x Civilian 1 x USAFWS grad	1 x Civilian	3, 4
Space/Cyberspace	1 x USAFWS grad Space Officer	1 x USAFWS (Space/Cyber)	4

	1 x USAFWS grad Cyber Officer		
<p>Notes:</p> <ol style="list-style-type: none"> 1. CSO refers to a CSO, WSO, Navigator, or EWO. 2. ANG/AFRC group tactician slots may be filled by either traditional or full-time Guardsmen/Reservists or appropriate numbers of traditional Guardsmen/Reservists to meet the full time equivalent and will be assigned to the tactics office as their primary duty position. 3. Electronic Warfare Officer (EWO), Electronic Combat Pilot/Officer (ECP/ECO) or an Electronic Counter Measures Officer/Technician (ECMO/T) assigned (N/A for AFSPC). EWOs/ECPs/ECOs will be graduates of the USAF Electronic Warfare School, aircraft-specific Fighter Electronic Combat Officers Course, Mobility Electronic Combat Officers Course or Introduction to Electronic Warfare. 4. Cleared for or eligible to attain TS/SCI clearance and all mission-required access/clearances 5. One DSO will fill the functional area role of the Mobility, Strike, and NSAV desired crew positions. DSO should be current on or plan to be qualified on Mobility, Strike, and NSAV platforms 			

2.4. Group Weapons and Tactics Responsibilities: The group weapons and tactics office is responsible for executing the group's weapons and tactics program and serve as the focal point to the OG/CC for tactical employment of his combat resources. These responsibilities include administration, tactical preparation for combat operations, leading the group TDIP, and overseeing tactical training and assessment. The group weapons and tactics office will comply with the following:

2.4.1. Group Weapons and Tactics Program Administration. **(T-3)**

2.4.1.1. Conduct a semi-annual self-assessment checklist using the AFSOCMAN 11-207 checklist in MICT <https://mict.us.af.mil/>. **(T-2)**

2.4.1.2. Monitor each unit's compliance through the Management Internal Control Toolset at <https://mict.us.af.mil/>. **(T-2)**

2.4.1.3. The group tactics loadmaster, or designated representative with a malfunction to report, will attend the tri-annual AMSARBs IAW AFJI 13-210, *Joint Airdrop Inspection Records, Malfunction/Incidents, Investigations and Activity Reporting*, and prepare a summary report for all units with an airdrop mission within the group. Provide a copy of this report to HQ AFSOC/A3TW via email to AFSOC.A3TW@us.af.mil. **(T-3)**

2.4.1.4. The group tactics loadmaster will host an airdrop symposium at least once each semi-annual period (ARC Annual if waived by OG/CC) for all loadmasters from units with an airdrop mission. These symposiums disseminate information from recent AMSARBs in addition to discussing lessons learned and on-going initiatives. **(T-3)**

2.4.1.5. Submit approval requests for rigging and airdrop of standard loads using non-standard rigging to HQ AFSOC/A3TW AFSOC.A3TW@us.af.mil. **(T-2)**

2.4.1.6. Identify and analyze airdrop incidents, malfunctions, and material deficiencies; provide input to establish corrective procedures by chairing ADRPs to investigate all airdrop incidents or malfunctions IAW AFJI 13-210, AFI 13-217, and local guidance. Convene the ADRP no later than the next duty day after the airdrop incident occurs for local missions or within five days for off station incidents. Host wing SOG/OGK will appoint an ADRP, co-chaired by the 492 SOTRSS if available, for 492 SOTRG flying operation malfunctions or incidents. The 492 SOTRG/CC will be notified of the findings and recommendations. Forward completed ADRP reports to HQ AFSOC/A3TW AFSOC.A3TW@us.af.mil within 14 days of the incident after routing through local chain of command. (T-2)

2.4.1.7. Conduct safety of flight reviews, and recommend approval/disapproval for drop zone (DZ), Landing Zone (LZ), Helicopter Landing Zone (HLZ), and gunnery range surveys IAW AFI 13-217. Assist squadrons with locating current surveys for upcoming training, exercise, or contingency events. Monitor survey expiration dates and coordinate for zones to be resurveyed as required. (T-3)

2.4.1.8. Research compatibility of locations for potential FARP use, survey new FARP sites, and forward completed FARP surveys to HQ AFSOC/A3TW for final approval IAW AFI 11-235. (T-2)

2.4.1.9. Munitions Delivery Review Board. IAW AFI 11-202, Vol 3 AFSOC SUP, to identify potential problems with checklist procedures, training, or bad ammunition lots; group tactics will investigate weapon failures, known/suspected malfunctions, and any large unpredicted misses. (T-3) See **Attachment 5** for a list of information to collect. The chief of tactics reviews the report and submits recommendations to the group commander. A copy of the completed investigation report will be forwarded through the group/wing Commander to HQ AFSOC/A3TW for review and analysis. (T-2)

2.4.1.10. Coordinate with AFSOC/A3 for training, contingency, and deployment munitions requirements (quantity and type) IAW AFI 11-212. (T-3)

2.4.1.11. Coordinates with Wing/Group level LLWG Analyst to ensure issues raised to HQ AFSOC/LLWG do not duplicate effort or circumvent the TRB process. Ensures AAR submissions are validated by appropriate MDS SME for accuracy before review by the LLWG. Oversees remediation for AAR observations that are determined to be tactical in nature. Promotes and supports the transformation of Tactics AAR observations into TIPS.

2.4.1.12. To promote cross-tell, Group tactics will accomplish an intra-fly sortie on each airframe within the group at least once each semiannual period in accordance with **Paragraph 5.8**. (T-3) Maintain a record of Group Intra-fly participation for two years. Document noteworthy observations on a TAAR (See **Figure 4.2** for an example TAAR format). (T-2)

2.4.1.13. Ensure all group/unit tacticians complete AFSOC Tactics Management Training (TMT) within 120 days of being assigned to a tactics office (N/A for USAFWS graduates). TMT will be instructed by a weapons officer, Chief of Group Tactics, or a Group Commander's designated alternate using the approved TMT courseware located on ATIMS <https://cs2.eis.af.mil/sites/13615/default.aspx>. (T-3)

2.4.1.14. Appoint group tacticians using the appointment letter template in [Attachment 2](#). **(T-3)**

2.4.1.15. The chief of Group Weapons and Tactics will be a USAFWS graduate IAW AFMAN 11-415 *Weapons and Tactics Program*. (not applicable for AFSOC gained ANG or AFRC). **(T-2)**

2.4.1.16. Have an Electronic Warfare Officer (EWO), Combat Systems Officer (CSO), Electronic Combat Pilot/Officer (ECP/ECO) or an Electronic Counter Measures Officer/Technician (ECMO/T) assigned (N/A for AFSPC). EWOs/CSOs/ECPs/ECOs will be graduates of the USAF Electronic Warfare School, aircraft-specific Fighter Electronic Combat Officers Course, Mobility Electronic Combat Officers Course or Introduction to Electronic Warfare. Wings or squadrons without these qualified personnel will designate the most qualified individual to perform Electronic Warfare/Combat responsibilities within the tactics shop IAW AFMAN 11-415 *Weapons and Tactics Program*. **(T-2)**

2.4.1.17. All group tacticians will be instructors, should have a Top Secret clearance, and will maintain Mission Ready/Combat Mission Ready (MR/CMR) status. **(T-3)** This will afford access to operationally-relevant material at elevated classification levels and to ensure the tactical expertise required for tactics development and instruction. **(T-2)**

Table 2.3. Group Weapons and Tactics Manning Requirements. (See AFMAN 11-415, Chapter 6 regarding W-Prefix Manning Standards for Tier 2 billets.)

MDS	Desired	Minimum	Notes
AC-130	1 x USAFWS graduate (CSO or Pilot) 1 x instructor (CSO or Pilot) 1 x instructor Special Mission Aviator (SMA) 1 x instructor sensor operator	1 x instructor (CSO or Pilot) 1 x instructor SMA or instructor sensor operator	1, 2, 3, 4
CV-22	1 x instructor pilot, 1 x SMA	1 x instructor pilot	1, 4
EC-130J	1 x instructor pilot 1 x instructor weapon systems officer (WSO) 1 x JAI-qualified instructor loadmaster 2 x AMSO (to include at least 1 x instructor), both with IO experience	1 x instructor pilot 1 x instructor WSO 1 x JAI-qualified instructor loadmaster 1 x instructor AMSO with IO experience	2

MC-130	1 x USAFWS graduate (CSO or Pilot) 1 x instructor (CSO or Pilot) 1 x JAI-qualified instructor loadmaster	1 x instructor (CSO or Pilot) 1 x JAI-qualified instructor loadmaster	1, 3, 4
C-208 C-145A C-146A	1 x instructor pilot 1 x instructor loadmaster	1 x instructor pilot	2, 4
MQ-9	1 x instructor pilot 1 x instructor sensor operator	1 x instructor pilot	2
U-28	1 x USAFWS graduate (CSO or Pilot) 1 x instructor (Pilot or CSO)	1 x instructor (Pilot or CSO)	1, 2
Special Tactics	1 x STO or CRO 1 x CCT 1 x PJ 1 x SR 1 x TACP 1 x SOST	1 x STO or CRO 1 x JTAC-qualified 1Z271 (7 Level Combat Controller) 1 x PJ 1 x SR	
Space	1 x USAFWS	1 x space officer	
DSO/TSO	1 x instructor direct support operator 1 x tactical system operator	Not required	

Notes:

1. CSO refers to a CSO, WSO, Navigator, or EWO.
2. ANG/AFRC group tactician slots may be filled by either traditional or full-time Guardsmen/Reservists or appropriate numbers of traditional Guardsmen/Reservists to meet the full time equivalent and will be assigned to the tactics office as their primary duty position. **(T-3)**
3. Electronic Warfare Officer (EWO), Electronic Combat Pilot/Officer (ECP/ECO) or an Electronic Counter Measures Officer/Technician (ECMO/T) assigned (N/A for AFSPC). EWOs/ECPs/ECOs will be graduates of the USAF Electronic Warfare School, aircraft-specific Fighter Electronic Combat Officers Course, Mobility Electronic Combat Officers Course or Introduction to Electronic Warfare.
4. Cleared for or eligible to attain TS/SCI clearance and all mission-required access/clearances

2.4.2. Group Tactical Preparation for Combat Operations.

2.4.2.1. Liaise with intelligence, plans, and wing/group leadership to ensure all squadron weapons and tactics offices are training units for potential real-world missions, and ensure intended tactics are current and relevant. **(T-2)**

2.4.3. Group Tactics Development and Improvement Program.

2.4.3.1. Conduct TRB IAW the guidelines contained in AFMAN 11-260 and staff TIPs for action to the AFSOC TRB. **(T-2)**

2.4.3.2. Participate in the annual AFSOC TRB/WEPTAC. **(T-2)**

2.4.3.3. Staff, submit, and monitor TIPs using the AFSOC TIP Database located on the secure ATIMs website <https://afsoc.sof.socom.smil.mil/teams/ATIMS/default.aspx>. TIPs will be completed IAW **Chapter 4** of this instruction and AFMAN 11-260, *Tactics Development Program*. **(T-2)** Group Weapons and Tactics has two weeks after a TIP has been input to concur, non-concur, or concur with intent.

2.4.3.4. Monitor and review unit submitted AAR and TAAR for any exercise or unit deployment. TAARs will be completed IAW **Chapter 4** of this publication within 30 days of returning from the exercise or deployment. **(T-3)** TAARs will be input into Joint Lessons Learned Information System (JLLIS) at <https://www.jllis.smil.mil/ussocom> no later than 15 days after completion of the TAAR. **(T-3)**

2.4.3.5. Conduct and manage the EWIR program IAW AFI 10-703, as supplemented. **(T-2)**

2.4.4. Group Tactics Training and Assessment

2.4.4.1. Observe one Combat Mission Sortie (CMS) for each squadron annually. This will be conducted as part of the TIFP (**Paragraph 5.8**) and is intended to increase crosstell and tactical discussion. **(T-3)** It will not be combined with no-notice check rides or other unit evaluations. The group tactician will complete a TAAR IAW **Chapter 4** to capture noteworthy practices and lessons learned. **(T-3)**

2.4.4.2. Promote cross-tell by distributing pertinent information, articles, newsletters, white papers, and feedback between operational units. **(T-3)**

2.4.5. 492 Special Operations Training Support Squadron Weapons and Tactics (492 SOTRSS/OSK): The 492 SOTRSS/OSK is responsible for ensuring tactical relevancy across AFSOC's Formal Training Units (FTU). These responsibilities include administration, ensuring squadron instructors maintain tactical relevance, leading the TDIP, overseeing tactical training and assessment, and ensuring adequate airspace, range, courseware, training scenario, and simulator support for AFSOC FTUs. Additionally, the 492 SOTRSS/OSK will comply with the following: **(T-3)**

2.4.5.1. Act as OPR for Group WS nomination packages and waiver requests. **(T-3)**

2.4.5.2. Ensure training incorporates operationally relevant scenarios that introduces students to current planning and employment environments. **(T-3)**

2.4.5.3. Participate in all applicable MDS formal syllabus of instruction (SOI) rewrites to ensure tactical relevance. **(T-3)**

2.4.5.4. Coordinate with contract oversight representatives (COR) and government flight representatives (GFR) to ensure contractor support to training operations remains tactically relevant. **(T-3)**

2.4.5.5. Ensure adequate procedures are developed for planning tactical training missions. **(T-3)**

2.4.5.6. Act as OCR for FTU publications and scenarios dealing with training, exercise and evaluations to ensure they are based on sound tactics. **(T-3)**

2.4.5.7. Closely coordinate to ensure standardization and evaluation examiners remain abreast of all combat employment concepts. **(T-3)**

2.4.5.8. Develop procedures for timely dissemination of tactical and intelligence information to applicable MDS training programs. **(T-3)**

2.4.5.9. Maintain liaison with lateral units, as necessary, to increase training effectiveness and realism through the use of outside assets (e.g., ranges, command and control systems, support aircraft, threat simulators). **(T-3)**

2.4.5.10. Supervise applicable Range Control Officer Program. **(T-3)**

2.4.5.11. Ensure manning meets or exceeds the minimum quotas outlined in [Table 2.4](#) for all group-assigned MDS/Air Force Specialty Code (AFSC). All tacticians will be instructors, should have a Top Secret clearance. **(T-3)** This will afford access to operationally-relevant material at elevated classification levels and to ensure the tactical expertise required for tactics development and instruction. **(T-2)**

Table 2.4. Training Support Squadron Weapons and Tactics Manning Requirements. (See AFMAN 11-415, Chapter 6 regarding W-Prefix Manning Standards for Tier 2 billets.)

FUNCTIONAL AREA	DESIRED	MINIMUM	NOTES
MC-130H	1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO) 1x Instructor Loadmaster	1 x Instructor (Pilot/CSO) 1x Instructor Loadmaster	1, 2, 3, 4
MC-130J	1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO) 1x Instructor Loadmaster	1 x Instructor (Pilot/CSO) 1x Instructor Loadmaster	1, 2, 3, 4
U-28A	1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO)	1 x Instructor (Pilot/CSO)	2, 3
MQ-9	1 x USAFWS grad (Pilot) 1 x Sensor Operator (SO)	1 x Instructor (Pilot/SO)	2, 3

AC-130W	1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO) 1 x Instructor Special Mission Aviator (SMA) 1 x Instructor Sensor	1 x Instructor (Pilot/CSO)	1, 2, 3
AC-130J	1 x USAFWS grad (Pilot/CSO) 1 x Instructor (Pilot/CSO) 1 x Instructor Special Mission Aviator (SMA) 1 x Instructor Sensor	1 x Instructor (Pilot/CSO) 1 x Instructor Special Mission Aviator (SMA)	1, 2, 3
Non-standard Aviation	1 x Instructor Pilot 1 x Instructor Loadmaster	1 x Instructor Pilot	2, 3
INTEL	1x Intel Instructor	1x Intel Instructor	3
Notes:			
<p>1. CSO refers to a CSO, WSO, Navigator, or EWO.</p> <p>2. ANG/AFRC group tactician slots may be filled by either traditional or full-time Guardsmen/ Reservists or appropriate numbers of traditional Guardsmen/Reservists to meet the full time equivalent and will be assigned to the tactics office as their primary duty position.</p> <p>3. Cleared for or eligible to attain TS/SCI clearance and all mission-required access/clearances</p> <p>4. The instructor loadmaster minimum requirement may be filled by a Non-standard Aviation loadmaster.</p>			

2.5. Squadron Weapons and Tactics Responsibilities: The squadron weapons and tactics office is responsible for executing the squadron's weapons and tactics program. These responsibilities include administration, tactical preparation for combat operations, leading the Tactics Development and Improvement Program, and overseeing tactical training and assessment. The squadron weapons and tactics office will comply with the following:

2.5.1. Squadron Weapons and Tactics Program Administration.

2.5.1.1. Conduct office self-inspections semiannually through MICT at <https://mict.us.af.mil/> and will ensure a group SAV is conducted annually. (T-3)

2.5.1.2. Squadron loadmaster tacticians from units with an airdrop mission will attend the airdrop symposiums convened by group loadmaster tacticians. (T-3) If the loadmaster tactician is unable to attend, squadrons will send an alternate. (T-3) Support these symposiums by providing updates on airdrop operations (to include

incidents/malfunctions) during recent contingency, exercise, or training missions and recommending possible changes to procedures, rigging, TTP, etc., as applicable. **(T-3)**

2.5.1.3. Identify and analyze airdrop incidents, malfunctions, and material deficiencies; provide input to establish corrective procedures & will notify group weapons and tactics of any airdrop incidents or malfunctions IAW AFI 13-210, AFI 13-217, and local guidance. **(T-2)** This will occur for any airdrop incidents or malfunctions no later than the next duty day after the airdrop incident occurs for local missions or within five days for off station incidents. **(T-2)** Squadron tactics offices will support the group ADRP for any airdrop incidents or malfunctions. **(T-3)**

2.5.1.4. Submit requests for rigging and airdrop of nonstandard loads and nonstandard rigging of standard loads IAW MDS Vol 3. **(T-2)**

2.5.1.5. Identify DZ, LZ, HLZ, and gunnery ranges that require surveys/updates. **(T-3)**

2.5.1.6. Research approved FARP sites against requirements or request new site surveys. Loadmasters who have completed advanced tactical readiness (ATR) may assist Group Tactics in performing FARP surveys. **(T-3)**

2.5.1.7. Serve as the OPR for training, contingency, and deployment munitions requirements (quantity and type) IAW AFI 11-212. **(T-3)**

2.5.1.8. Conduct and support the EWIR program IAW AFI 10-703. **(T-3)**

2.5.1.9. Ensure all squadron members either have access to the AFSOC Weapons and Tactics Library or a local unit Weapons and Tactics Library. The classified AFSOC Weapons and Tactics library will be maintained at <https://afsoc.sof.socom.smil.mil/teams/ATIMS/default.aspx> and <https://cs2.eis.af.mil/sites/13615/default.aspx> for unclassified documents. **(T-2)**

2.5.1.10. Ensure all unit tacticians complete AFSOC TMT within 120 days of being assigned to a tactics office (N/A to USAFWS graduates). **(T-3)** TMT should be instructed by a weapons officer or the Chief of Group Tactics using the approved TMT courseware located on ATIMS <https://cs2.eis.af.mil/sites/13615/default.aspx>. **(T-3)**

2.5.1.11. Appoint tacticians using the appointment letter template in **Attachment 2**. **(T-2)**

2.5.1.12. The Chief of Squadron Weapons and Tactics will be a USAFWS graduate (not applicable for squadrons with a MDS that does not have a weapons instructor course). **(T-2)**

2.5.1.13. Have an Electronic Warfare Officer (EWO), Combat Systems Officer (CSO), Electronic Combat Pilot/Officer (ECP/ECO) or an Electronic Counter Measures Officer/Technician (ECMO/T) assigned (N/A for AFSPC). EWOs/CSOs/ECPs/ECOs will be graduates of the USAF Electronic Warfare School, aircraft-specific Fighter Electronic Combat Officers Course, Mobility Electronic Combat Officers Course or Introduction to Electronic Warfare. **(T-2)** Wings or squadrons without these qualified personnel will designate the most qualified individual to perform Electronic Warfare/Combat responsibilities within the weapons shop IAW AFMAN 11-415 *Weapons and Tactics Program*. **(T-2)**

2.5.1.14. At a minimum, the tactics office manning will meet or exceed the minimum quotas outlined in **Table 2.5. (T-3)** The squadron tacticians will maintain Mission Ready/Combat Mission Ready (MR/CMR) status and should have a Top Secret clearance. **(T-3)** This will afford access to operationally-relevant material at elevated classification levels and to ensure the tactical expertise required for tactical development and instruction. **(T-2)**

2.5.1.14.1. For AD/AFRC or AD/ANG Total Force Integrated (TFI) squadrons, joint squadron tactics shops are acceptable provided all AFRC/ANG contributions are based on full-time equivalent manning (3 AFRC/ANG = 1 full time equivalent). See **Table 2.5. (T-2)**

2.5.1.15. Support unit review of submitted TAARs and AARs for tactics related observations. Ensures tactics data is presented accurately within TAARs and AARs and promotes remedy submission via TIPs. Facilitates Wing/Group Tactics submitted RFIs to TAAR/AAR Authors to TIP/Lessons Learned mediation.

Table 2.5. Squadron Weapons and Tactics Manning Requirements. (See AFMAN 11-415, Chapter 6 regarding W-Prefix Manning Standards for Tier 1 billets.)

MDS	Desired	Minimum	Notes
AC-130J	2 x instructor pilots (1 x USAFWS graduate) 1 x instructor CSO (1 x USAFWS graduate) 1 x instructor WSO (1 x USAFWS graduate) 1 x instructor sensor operator 1 x instructor SMA	1 x USAFWS graduate 1 x instructor sensor operator 1 x instructor SMA	1, 3, 4
AC-130U	2 x instructor pilots (1 x USAFWS graduate) 1 x instructor CSO (1 x USAFWS graduate) 1 x instructor EWO (1 x USAFWS graduate) 1 x instructor sensor operator 1 x instructor SMA	1 x USAFWS graduate 1 x instructor sensor operator 1 x instructor SMA	1, 3, 4
AC-130W	2 x instructor pilot (1 x USAFWS graduate) 2 x instructor CSO (1 x USAFWS graduate) 1 x instructor SMA	1 x USAFWS graduate 1 x instructor pilot 1 x instructor CSO 1 x instructor SMA	1, 4

CV-22	1 x instructor pilot 1 x instructor flight engineer	1 x instructor pilot 1 x instructor flight engineer	4
EC-130J	1 x instructor pilot 1 x instructor weapon systems officer 1 x JAI-qualified instructor loadmaster 2 x AMSO (to include at least 1 x instructor), both with IO experience	1 x pilot 1 x WSO 1 x JAI-qualified instructor LM 1 x instructor AMSO with IO experience	2, 4
MC-130H MC-130J	1 x USAFWS graduate (CSO or Pilot) 1 x instructor pilot 1 x instructor CSO 1 x JAI-qualified instructor loadmaster	1 x USAFWS graduate (CSO or Pilot) 1 x JAI qualified instructor loadmaster	1, 2, 3, 4
C-208 C-145A C-146A	1 x instructor pilot 1 x instructor loadmaster	1 x instructor pilot	2, 4
MQ-9	1 x USAFWS graduate 1 x instructor sensor operator	1 x USAFWS graduate 1 x instructor sensor operator	2
Special Tactics	1 x officer (CRO or STO) 1 x enlisted USAFWS graduate 1 x evaluator CCT 1 x evaluator PJ 1 x evaluator for SR	1 x officer (CRO or STO) 1 x JTAC-C qualified 1Z271 (7 Level Combat Controller) 1 x instructor PJ 1 x instructor for SR	4, 6
U-28A	1 x instructor pilot (1 x USAFWS graduate) 1 x instructor CSO (1 x USAFWS graduate)	1 x USAFWS graduate 1 x instructor (CSO or Pilot)	1
DSO/TSO	1 x Instructor DSO 1 x Instructor TSO (1 x USAFWS Graduate)	1 x Instructor DSO 1 x Instructor TSO	

Notes:

1. CSO refers to a CSO, WSO, Navigator, or EWO.
2. ANG/AFRC squadron tactician slots may be filled by either traditional or full-time Guardsmen/ Reservists or appropriate numbers of traditional Guardsmen/Reservists to meet the full time equivalent and will be assigned to the Tactics office as their primary duty position.
3. Electronic Warfare Officer (EWO), Electronic Combat Pilot/Officer (ECP/ECO) or an Electronic Counter Measures Officer/Technician (ECMO/T) assigned (N/A for AFSPC). EWOs/ECPs/ECOs will be graduates of the USAF Electronic Warfare School, aircraft-specific Fighter Electronic Combat Officers Course, Mobility Electronic Combat Officers Course or Introduction to Electronic Warfare.
4. Cleared for or eligible to attain TS/SCI clearance and all mission-required access/clearances
5. EC-130J squadron tacticians may be assigned to tactics as a collateral duty at the squadron commander's discretion.
6. PJ requirement N/A for 21 STS and 22 STS

2.5.2. Squadron responsibilities for tactical preparation for combat operations.

2.5.2.1. Review squadron DOC Statement and METLs annually to ensure that tactics and tactical employment capabilities support mission requirements. Recommend document revisions to unit leadership when applicable. **(T-3)**

2.5.2.2. Be familiar with all known unit employment taskings (i.e., specified in standing OPLANs or CONPLANs) to ensure unit crew members are prepared to meet such requirements. **(T-2)**

2.5.2.3. Provide direction to squadron training using CMT and CMSs to ensure the unit is training for potential real-world missions, and ensure intended tactics are current and relevant. **(T-2)**

2.5.3. Squadron Tactics Development and Improvement Program.

2.5.3.1. Assess squadron tactics, tactical employment, and capabilities, ensuring they are current, valid, and sufficient. **(T-3)**

2.5.3.2. Conduct squadron TRB IAW the guidelines contained in AFMAN 11-260 and staff TIPs for action. **(T-3)**

2.5.3.3. Participate in the annual AFSOC TRB/WEPTAC. **(T-2)**

2.5.3.4. Host annual TWGs. Disseminate information. Provide results to wing/group. **(T-3)**

2.5.3.5. Staff, submit, and monitor TIPs using the AFSOC TIP Database located on the secure ATIMs website <https://afsoc.sof.socom.smil.mil/teams/atims/default.aspx>. TIPs will be completed IAW **Chapter 4** of this instruction and AFMAN 11-260. **(T-2)**

2.5.3.6. Submit and monitor TAAR for any exercise, Joint Combined Exchange Training (JCET), or unit deployment. TAARs will be submitted IAW **Chapter 4** of this publication.

TAARs will be submitted to group within 14 days of returning from the exercise or deployment. **(T-2)**

2.5.3.7. Conduct and manage the EWIR program IAW AFI 10-703, as supplemented. **(T-2)**

2.5.3.8. Identify and define training and support equipment deficiencies to support electronic combat and tactical employment. Deficiency reports must be submitted through maintenance Quality Assurance. **(T-3)**

2.5.3.9. Submit AF Form 1067s to AFSOC/A3TW AFSOC.A3TW@us.af.mil. 492 SOTRG/OGK or A3TW will sponsor the modification with the WSIPT and forward to HQ AFSOC/A4MX. **(T-2)**

2.5.4. Squadron Tactics Training and Assessment

2.5.4.1. Coordinate with the training office to schedule and provide CMT on relevant tactics topics such as review of unit employment plans. This training will be focused on current tactics and emerging threats. See [Paragraph 5.3](#) for more details. **(T-2)**

2.5.4.2. Instruct MDS-relevant threat counter tactics/countermeasures procedures to all aircrew members. Provide system recognition and counter tactics training for all relevant threats using all means available including weapon system training devices, and HQ AFSOC-approved training software (e.g. Threat Signal Recognition Training System (TSRTS), Global Air Tactics Employment Review (GATER) II/III and/or Real World Air Combat Environment (RW ACE), ARMS Task ID: (G073) (N/A for units with aircraft without defensive systems installed). **(T-2)**

2.5.4.3. Coordinate with the training office, plans, aircrew, operations officer, and unit commander to schedule quarterly Verification Planning Exercises (VPE) and a Verification Review Boards (VRBs) at the conclusion of any VPEs. See [Paragraph 5.6](#) for more details. **(T-3)**

2.5.4.4. Coordinate with the training office, commander, and aviation resource management (ARMS) to provider CMS scenario/requirements and ensure appropriate training is conducted. See [Paragraph 5.7](#) for more details. **(T-3)**

2.5.4.5. Ensure unit aircrew members accomplish a combat mission sortie and that it simulates all requirements associated with planning, flying, and debriefing. Either a tactician or qualified instructor should observe CMS execution. **(T-3)**

2.5.4.6. Develop and implement testing procedures for tactical employment open book exams. All aircrew members will satisfactorily complete a 40 question test at least once every 17 months (ARMS Task ID: G063). Tactical employment/threat open book exams may be aligned with an aircrew members' periodic flight evaluation. Test questions will be taken from the secure question bank and be relevant to the member's crew position. Testing forms will be maintained for 17 months following test administration. **(T-3)**

2.5.4.7. Munitions Delivery Review Board. Provide support to group tactics and ensure the proper forms/statements are filled out IAW AFI 11-202, Vol 3 AFSOC SUP. **(T-2)**

2.6. HQ AFSOC/A1.

2.6.1. HQ AFSOC/A1K will manage United States Air Force Weapons School (USAFWS) graduate outplacement in coordination with HQ AFSOC/A3TW and IAW AFMAN 11-415. (T-2)

2.6.2. HQ AFSOC will provide nominees and coordinate with HQ ACC for the positions of commander and operations officer for the 14 WPS. (T-2)

2.6.3. Support the annual tactics conference/TRB with representatives appropriate to topics scheduled for discussion. (T-2)

2.7. HQ AFSOC/A2.

2.7.1. Support the annual WEPTAC/TRB with representatives appropriate to topics scheduled for discussion. (T-2)

2.7.2. Appoint the intelligence co-chair for the SOFTAT. (T-2)

2.7.3. Provide information on worldwide TATs and coordinate for HQ AFSOC attendance/feedback. (T-2)

2.7.4. Provide intelligence, analysis, and attendance in support of HQ AFSOC-owned AFTTP volume rewrite conferences, as announced. (T-2)

2.7.5. Disseminate enemy tactics information to 492 SOTRG/TD, HQ AFSOC/A3TW, and subordinate units through appropriate intelligence channels to include inputs to the AFTTP 3-1 series. (T-2)

2.8. HQ AFSOC/A3.

2.8.1. AFSOC/A3 is responsible for management of weapons officers and will approve placement of any AFSOC weapons officers to ensure payback on investment per AFMAN 11-415.

2.9. HQ AFSOC/A4.

2.9.1. Support the annual WEPTAC/TRB with representatives appropriate to topics scheduled for discussion. (T-2)

2.9.2. Coordinate with HQ AFSOC/A3TW on Deficiency Reports that may affect tactical employment. (T-2)

2.9.3. Coordinate with HQ AFSOC/A3TW on AF Forms 1067, *Modification Proposal*, that may affect tactical employment. (T-2)

2.10. HQ AFSOC/A5/8.

2.10.1. Support the annual WEPTAC/TRB with representatives appropriate to topics scheduled for discussion. (T-2)

2.10.2. Provide program status briefings to support tactical employment decisions. (T-2)

Chapter 3

COMBAT OPERATIONS PLANNING

3.1. General. The goal of the tactics program is to support unit commanders in their responsibility to provide combat-ready aircrews and tactical ground personnel to the combatant commander. The weapons and tactics office is responsible for understanding combat taskings, planning for, and ensuring units are training to employ the most up to date tactics in order to successfully employ AFSOC weapons systems during future operations.

3.2. Capabilities/Mission Assessment. Tacticians must ensure unit tactical employment capabilities meet unit mission requirements. The unit tactician can use combat and contingencies, VPEs, CMPs, Joint Readiness Exercises, flag exercises, and other joint exercises to evaluate and validate unit tactics, equipment, and training. If deficiencies are identified they should be forwarded up the chain of command using a TIP, TAAR, or other appropriate method/process. Processes described in the following paragraphs help to satisfy this requirement. **(T-3)**

3.3. Designed Operational Capabilities (DOC) Statements and Mission Essential Task Listings (METL). Tacticians at all organizational levels must monitor their tactical environments and operational requirements to ensure DOC Statements/METLs correctly express capabilities, or offer resolutions to disconnects between requirements and capabilities. **(T-2)** As a minimum, review the unit's DOC Statement/METL upon assuming duty as a unit tactician and once annually by contacting HQ AFSOC/A3TO. **(T-2)** Although HQ AFSOC/A3TW is responsible for coordinating and managing the tactics/tactical employment portions of these processes, subordinate units must provide their insight to effectively influence DOC Statements/METLs. **(T-2)** Units should submit proposed changes to DOC Statements and/or METLs through operational command channels.

Chapter 4

TACTICS DEVELOPMENT AND IMPROVEMENT PROGRAM (TDIP)

4.1. General. AFSOC's TDIP develops, documents, and disseminates tactics to sharpen AFSOC's combat capability. TDIP provides multiple means to improve command tactics: Test Requests, Immediate War Requirements, Aircraft Modification Requests, Urgent Operational Need, Combat Mission Need Statements, change of flight manual, TAAR, TIP, and the TRB. (T-2)

4.2. Tactics Improvement Proposal (AF 4326). Use AF Form 4326 IAW AFMAN 11-260, *Tactics Development Program*, to address a tactical deficiency or to address new or previously undocumented tactics found to be effective. See [Figure 4.1](#) for process. (T-2)

4.2.1. If the TIP is of immediate concern and will affect current operations or testing, the TIP should follow the established routing but at an accelerated pace. This accelerated routing will be dictated by the circumstances requiring tactics development, but each level of authority should be notified concurrent with headquarters routing. (T-2)

4.2.2. TIPs should be staffed using the AFSOC TIPs Workflow located on the secure ATIMS site <https://afsoc.sof.socom.smil.mil/teams/ATIMS/default.aspx>. TIPs must be reviewed, validated, and annotated by an OG/CC or WG/CC in order to be accepted by MAJCOM. To ensure rapid response to tactical requirements, once a TIP is submitted, group weapons and tactics will have two weeks from date of submission to concur or non-concur using the TIPs workflow and 492 SOTRG/OGK will have four weeks to concur or non-concur with a TIP. It is highly encouraged that TIPs are submitted throughout the year as required, not just in preparation for the TRB. (T-2)

4.2.3. TIPs submitted by ANG/AFRC units should, after group level approval, be submitted to appropriate ANG/AFRC tactics agencies concurrently with 492 SOTRG. (T-2)

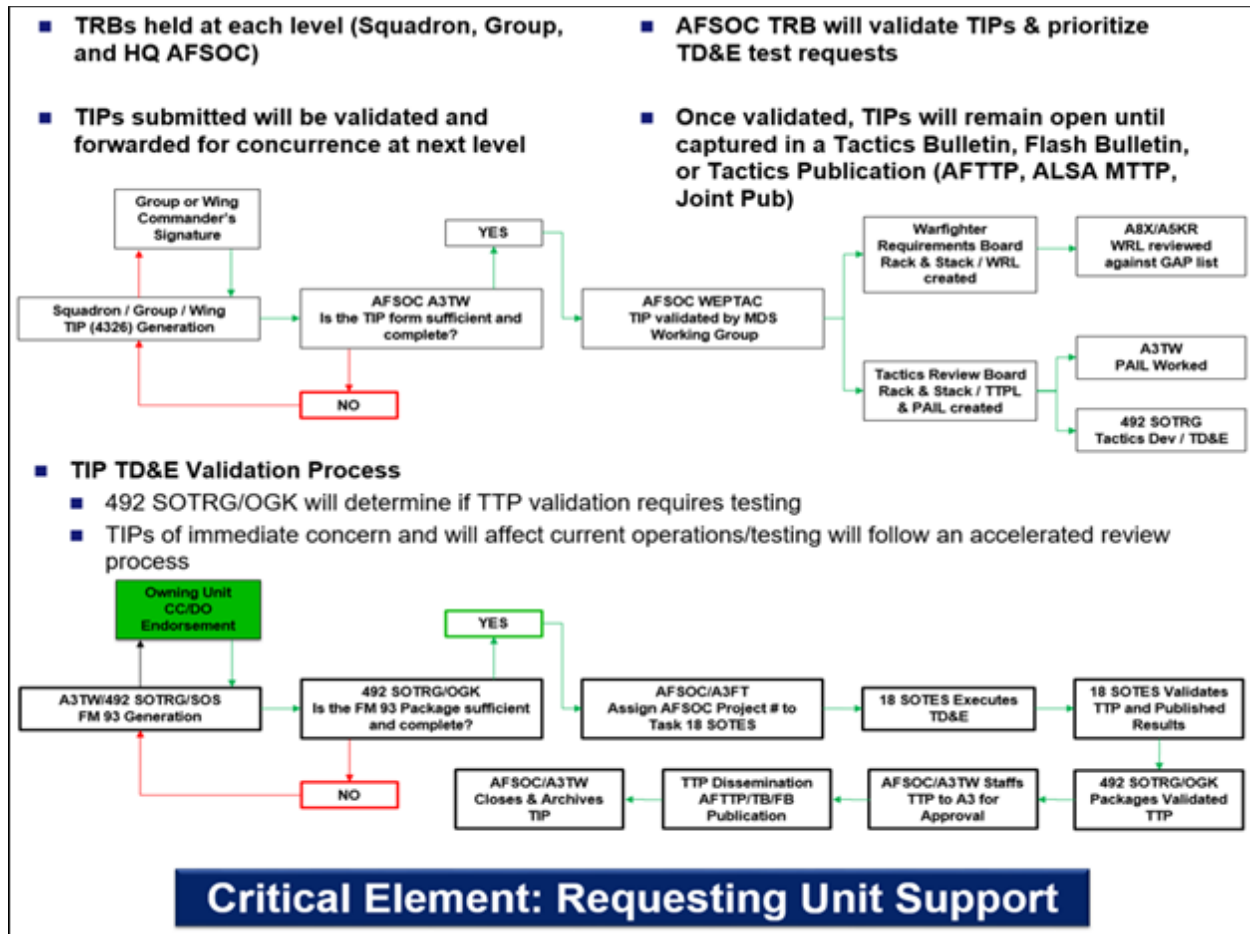
4.3. Test Request. (492 SOTRG/OGK) Use AFSOC Form 93, *Test Request*, to request a test. The AFSOC Form 93 identifies information needed to validate and plan an Operational Test and Evaluation (OT&E). OT&Es are an integral part of a system's life cycle to ensure the Air Force acquires and maintains operationally effective and suitable systems that meet user requirements. A Force Development Evaluation (FDE) is a subset of OT&E that is focused on the MAJCOM's requirements after initial acquisition process and testing. A Tactics Development and Evaluation (TD&E) is a subset of FDE specifically designed to further exploit system capabilities and tactics during the sustainment portion of the system's life cycle. It includes research, demonstration, exercise, analysis, and evaluation of specific employment tactics. Use AFSOC HOI 71-5, *Test and Evaluation*, to complete the form. Submit completed AFSOC Forms 93 to 492 SOTRG/OGK. (T-2)

4.4. Tactics Review Board (TRB). AFSOF, to include associated/gained ANG/AFRC units, will use the guidelines contained in AFMAN 11-260 to conduct TRBs. (T-2)

4.4.1. Squadron weapons and tactics offices will convene a TRB NLT 30 days prior to their respective group weapons and tactics TRB each year. Forward results to the operations group weapons and tactics office within 20 calendar days. (T-3)

4.4.2. Group weapons and tactics offices will convene a TRB IAW AFMAN 11-260 NLT 30 days prior to the MAJCOM level TRB each year. Forward results and OG/CC or WG/CC TIP endorsement letter to 492 SOTRG within 20 calendar days. (T-2)

Figure 4.1. AFSOC Tactics Improvement Proposal Process.



4.5. Quick Look Project/Immediate War Requirement. (492 SOTRG/A3TW) Quick Look Projects and Immediate War Requirements are processes for HQ AFSOC/A3 to request and receive immediate test support for requirements or deficiencies that could result in injury, damage or loss of AFSOC personnel or resources. Refer to AFSOC HOI 71-5 for guidance. (T-2)

4.6. Aircraft Modification Requests. (HQ AFSOC/A4MX) Use AF Form 1067, *Modification Proposal*, to request a modification to an AFSOC aircraft. The AF Form 1067 must be used to document all modifications that change the form, fit, function, or interface per AFI 63-101 Chapter 9, *Modification Management* of a configured item (aircraft) as determined by the responsible System Program Director (SPD). Modification proposals require specific funding and approval procedures based on dollar cost. *Air Force Requirements Development Guidebook, Volumes 1-5, AFSOC Operational Capability Requirements Development and Service Requirements Process*, AFI 63-101 Chapter 9, *Modification Management* and AFSOCI 63-1101, *AFSOC Modification Management*, outline the dollar limits and procedures for submitting the AF Form 1067. Tactics offices will submit AF Form 1067s to AFSOC/A3TW who will sponsor the modification with the WSIPT and forward to HQ AFSOC/A4MX. (T-2) The Weapons System Integrated Product Team

(WSIPT) leader recommends to the AFSOC Configuration Review Board (CRB) either the proposal be validated as a command requirement or disapproved. CRB validated modification proposals are forwarded to the respective aircraft SPD for engineering evaluation and Single Manager (SM) CCB approval. SM/CCB approval is required prior to all configuration changes. (T-2)

4.7. Urgent Operational Need (UON) for Air Force capabilities, and Combat Mission Need Statements (CMNS) for SOF capabilities. (HQ AFSOC/A5KR) For a potential requirement to qualify as a UON or CMNS it must meet one of two parameters; if left un-addressed would likely result in unacceptable loss of life or critical mission failure. Detailed information for these process are found in *USSOCOM Directive 71-4, Appendix C*, for SOF-peculiar items and the *Air Force Requirements Development Guidebook, Volume 2*, for all others. Coordinate with HQ AFSOC/A5KR for format, content, and procedure. (T-2)

4.8. USAF Deficiency Reporting, Investigation, and Resolution. (HQ AFSOC/A4M) Request for software changes and occurrences of equipment failing to operate to specifications should be submitted using the USAF DR using the Deficiency Reporting Entry and Mail System (DREAMS) or via INFOCEN/JDRS. HQ AFSOC/A4M is responsible for these reports and Maintenance Quality Assurance is responsible for the process. When a software deficiency affects tactics or tactical employment capability, tacticians should submit an Operational Change Request (OCR) with the USAF DR using the DREAMS format and coordinate with maintenance Quality Assurance. Tacticians should follow the progress of the DR to resolve the deficiency. T.O. 00-35D-54, *USAF Deficiency Reporting, Investigation, and Resolution*. (T-2)

4.9. Change of Flight Manual. (HQ AFSOC/A3V) Use AF Form 847, *Recommendation for Change of Publication*, when requesting a change to a flight manual. Submit and process all request for changes to flight manuals electronically on an AF Form 847 through MAJCOM channels IAW AFI 11-215, *Flight Manuals Program*, to HQ AFSOC/A3V. (T-2)

4.10. Tactics After Action Reports (TAAR).

4.10.1. The TAAR supports the warfighter by providing timely, tactically-significant information to the AFSOC tactics database for command-wide dissemination. TAARs are used to share significant tactics/lessons learned for cross-tell purposes. A TAAR highlights something of tactical significance that should be elevated through coordination to 492 SOTRG for either wider dissemination and/or consideration for inclusion into next MDS TTP rewrite. The TAAR will also be added to the Lessons Learned database to improve cross tell and ensure the widest dissemination. TAARs should provide sufficient background to “stand alone” without need to contact originator for additional information. TAARs will be completed within 30 days of completing any exercise, JCET, or unit deployment. TAARs will be uploaded into JLLIS within 15 days of completion of the TAAR. (T-2)

4.10.2. Once group weapons and tactics approves any TAAR they will be input into JLLIS at <http://www.jllis.smil.mil/ussocom>. (T-2) This allows cross tell between units and allow 492 SOTRG to address command tactical issues. JLLIS provides action items for the HQ AFSOC & 492 SOTRG staff to address. Each month, representatives from every headquarters directorate convene a LLWG. The LLWG reviews, prioritizes, and assigns OPRs to action each lesson learned. Unit tacticians will work closely with unit leadership, 492 SOTRG, and the USSOCOM L2 personnel at their group to staff submissions that warrant MAJCOM-level attention and prompt action, especially those with command-wide impact. (T-2)

4.10.3. Some TAARs may require immediate AFSOC attention. These TAARs should be identified with ///IMMEDIATE/// at the top of the TAAR submission (marked “I-TAAR”) and dual submitted to the group and input directly into the Lessons Learned database for 492 SOTRG action. They are used to rapidly disseminate tactically significant information to the warfighter and report significant tactics information that is of immediate concern (SAFIRES, errors in TTPs, etc). A TAAR of this nature can be submitted from any organizational level. 492 SOTRG/OGK will review all TAARs submitted via the lessons learned database and recommend the appropriate action to AFSOC/A3. **(T-2)**

4.10.3.1. An I-TAAR does not replace or alter established post-mission reports or procedures. An I-TAAR may provide amplifying information on an event identified in a post mission report, which can itself be used as a supporting document for the I-TAAR. An I-TAAR is provided for information purposes only and does not authorize deviations from established TTP, flight manuals, or other published guidance. **(T-2)**

4.10.3.2. The mission commander, with the recommendation of deployed tacticians, determines whether or not an event meets the I-TAAR criteria and is responsible for reporting the information accordingly. Extensive review and coordination must be avoided to prevent the delay of disseminating critical employment information. **(T-2)**

4.10.3.3. Due to the time-sensitive nature of the I-TAAR, this report is less formal than the TAAR and should answer basic questions IAW the format provided in **Figure 4.2**. I-TAARs are posted on the secure AFSOC Tactics Information Management System website at <https://afsoc.sof.socom.smil.mil/teams/ATIMS/default.aspx>. **(T-2)**

Figure 4.2. TAAR Format.

(CLASSIFICATION)

TACTICS AFTER ACTION REPORT

1. **LESSONS LEARNED ID AND DATABASE SEQUENCE NUMBER:** (assigned by HQ AFSOC)
2. **ORIGINATOR:** POC Name / Rank / Unit / Contact Info (commercial, DSN, and e-mail address):
3. **EVENT NAME:** (Classification) Operation/Exercise/Experiment Name *{i.e. OEF, OIF, JCET XXXX, JCS Exercise, Multilateral Exercise, Bilateral Exercise, TAAR, etc.}*
4. **TITLE:** (Classification) If an Issue or Observation, start the title with "Issue" or "Observation." Mark Classification IAW DoD 5200.1-R.
5. **OBSERVATION:** (Classification) Define the (potential) problem.
6. **DISCUSSION:** (Classification) Provide the, who, what, where, when, why, and how.
7. **LESSON LEARNED:** (Classification) Describe a better process, a work-around, a new solution if any.
8. **RECOMMENDATION:** (Classification) What is the proposed solution(s) if appropriate.
9. **COMMENT:** (Classification) Any additional comments that may further define the LL and recommendation.

(CLASSIFICATION)

Chapter 5

TACTICS TRAINING

5.1. General. Squadron tacticians are responsible for ensuring all aircrew members possess strong tactical knowledge to effectively employ their MDS. Additionally, they are responsible for planning and coordinating tactical employment training for aircrew members. Currency requirements for Threat System Recognition Training, CMT, VPE, and CMS are the primary methods of receiving combat training defined in AFMAN 11-2MDS Volume 1, and are intended to provide the knowledge required for aircrews to prepare for and execute their unit's missions.

5.2. Threat System Recognition Training. Conduct IAW AFMAN 11-2MDS Volume 1. Review relevant threat systems using any means available including weapon system training devices, and HQ AFSOC-approved training software (e.g. Threat Signal Recognition Training System, Global Air Tactics Employment Review II/III and/or Real World Air Combat Environment (N/A for units with aircraft without defensive systems). **(T-2)**

5.3. Combat Mission Training (CMT). CMT programs require the active involvement and support of unit commanders, operations officers, tactics officers, intelligence officers, and all aircrew members. CMT is required for all members as initial and recurring training and the weapons and tactics office is responsible for coordinating with the unit training office to schedule CMT times. Each unit weapons and tactics office is responsible for developing CMT courseware specific to their MDS. CMT should be focused on tactics required for expected threats & unit taskings. At a minimum, unit tactics offices will conduct an annual review of CMT courseware to determine training requirements based on unit taskings, areas of operation, and projected threats. **(Note: For 6 SOS/711 SOS, both initial and recurring CMT specific to Combat Aviation Advisory is conducted via the supervised predeployment program.) (T-2)**

5.3.1. Initial CMT is an academic training requirement and provides crew members with the academic knowledge required to plan and execute missions in various hostile environments. This training provides the groundwork for conducting the follow-on VPEs and CMSs. Initial CMT may be accomplished at the formal school in conjunction with a mission qualification course or as part of a local mission qualification course. As a minimum, initial CMT will cover the required topics defined in **Table 5.1** and is documented in the Aviation Resource Management System (ARMS). **(T-2)**

5.3.2. Recurring CMT must contain unit mission, Area of Operations (AO) and theater-specific threat information, command and control structures, general threats and weapon system-specific counter tactics/evasive maneuvers. USAFWS graduates, unit intelligence, and tacticians will instruct CMT refresher. **(T-2)** A CMT, CMS, and VPE can be logged by graduates upon completion of USAFWS. Initial CMT will cover the required topics defined in **Table 5.1** and is documented in the Aviation Resource Management System (ARMS). **(T-2)**

5.3.3. Aircrew Intelligence Training. Unit tacticians will coordinate for intelligence personnel to support initial CMT and CMT refresher for aircrew members in threats, intelligence-related areas, and country study briefings. **(T-2)**

5.3.3.1. Intelligence personnel assigned to the 6 SOS/711 SOS will provide threat, intelligence, and country study briefings to all teams deploying. **(T-3)** Intelligence

briefings include, but are not limited to, host nation AOB, EOB, GOB, NOB, tactical threats, force protection issues, and cultural information. These briefings meet the criteria for the annual intelligence briefing and are tailored to individual operations and geographic areas.

Table 5.1. Combat Mission Training Required Topics.

Required Topics	Suggested Topics
Command and Control (C) structure	Combined Forces Air Component Commander (CFACC)
	Joint Forces Air Component Commander (JFACC)
	Joint Special Operations Task Force (JSOTF)
	Air Force Special Operations Base (AFSOB)
	Theater Air Control System (TACS)
	AOC, SOLE, JSOAC
	Army Air-Ground System (AAGS)
	CAF Integration, Operational-Level Integration
Employment concepts and Orders of Battle (OB):	Electronic Order of Battle
	Ground Order of Battle
	Air Order of Battle
	Time Sensitive Targeting/Time Critical Targeting
	Integrated Air Defense System (IADS)
	EW/Information Operations (IO)
Manuals and Publications	AFI 10-703, AFSOC Sup to AFI 10-703 and AFTTP 3-1/3-3
	JP 3-05, <i>Special Operations</i> , JP 3-50, <i>Personnel Recovery</i>
	Air Force Doctrine (AFD), Vol 1-4, AFD Annex 3.05, <i>Special Operations</i> , AFD Annex 3-50, <i>Personnel Recovery</i>
	USSOCOM Pubs
Support	Airborne Warning and Control System (AWACS) / E-2
	RC-135 / EP-3 roles and capabilities
	EC-130H/J roles and capabilities
	Multi-Mode Advanced Tactical Terminal (MATT)/SOF Air Mission Suite – Enhanced Situational Awareness (SAMS-ESA)
	Joint Surveillance Target Attack Radar System (JSTARS)
	Joint tactical support requests
	Suppression of Enemy Air Defenses (SEAD)

Required Topics	Suggested Topics
	Escort/Rescort, A-10, F-15E, F-16, F-18, Rotary wing
	Reconnaissance, U-2, MC-12, MQ-1, MQ-9, SUAS
	Blue Force tracking capabilities
Weather, meteorological, and climatological factors	Effects on unit and enemy operations, ground troop movements, and in-flight operations
Intelligence	Importance of understanding enemy political beliefs, employment doctrine, and motivation
	Targeting cycle
	Threats and target information for planned route of flight
	Production requirement/request for information
	Escape and evasion plan
Space	Available space support packages such as Blue Force Tracking and GPS accuracy
ATO/ITO/ACO/SPINS	Safe passage, authentication, and operations codes for PR/CSAR
Communications	Use of secure and nonsecure radio communications
	Use of authentication matrix or alternate means
	Use of jam-resistant communications technology including Have Quick and Single Channel Ground and Airborne Radio System (SINCGARS), and data links
Countering Threats: Enemy/friendly weapons, emphasizing those most likely to be encountered Defensive maneuvers/ counter tactics IAW applicable AFTTP volumes	Employment doctrine, tactics, techniques and procedures
	Guidance systems
	Capabilities
	Planning considerations
	Electronic indications (if applicable)
	Visual Threat Recognition and Avoidance Trainer (VTRAT)
Route selection and navigation:	Chart interpretation/preparation/radar shadowing
	Threat avoidance/degradation/terrain masking
	Turn point selection
	Day/night/weather considerations
	Detection Avoidance Navigation/Threat Avoidance Navigation (DAN/TAN)
	Detection Free Altitude (DFA)

Required Topics	Suggested Topics
	Threat Penetration (TP) Altitude
	Time-over-Target (TOT)/Time-of-Arrival (TOA) control techniques (e.g., timing legs, extensions, orbits)
Low-level considerations:	Task and crew management
	Psychological and physiological factors
	Terrain Avoidance
Operation and employment applicable defensive equipment:	Infrared (IR) countermeasures and flares
	Electronic Attack (EA)
	Radar Warning Receivers (RWR)
	Emissions Control (EMCON)
	Aircraft structural and configuration limitations
	Briefings: Pre-mission planning, operations, crew
	Automated mission planning and rehearsal systems
	In-flight reports: Operations, mission, intelligence
	Judge Advocate (Law of Armed Conflict)

5.4. Quarterly Tactics Training. Squadron tacticians will provide, or coordinate with appropriate organizations to develop and support, quarterly tactics briefings on subjects important to the squadron's current mission and tactical employment. **(T-3)** Following completion of this training, the instructor should administer a ten question tactics-related test to assess and strengthen the level of tactics knowledge among unit aircrew members. These tests may focus on the material presented during tactics lectures. Break-out tactics discussions by crew position are also encouraged. Units are required to maintain digital records of quarterly tactics training for one year after the training is completed. **(T-3)**

5.5. Tactical Employment/Threat Open Book Test. Squadron tactics offices are responsible for developing and implementing testing procedures for tactical employment open book exams. All aircrew members will satisfactorily complete a 40 question test at least once every 17 months (ARMS Task ID: G063). **(T-2)** Tactical employment/threat open book exams may be aligned with an aircrew members' periodic flight evaluation. Test questions will be taken from the secure question bank and be relevant to the member's crew position. Minimum passing score is 85 percent. **(T-3)**

5.5.1. Test Failure and Re-examination. If a crew member fails the test, notify the crew member's operations officer who will direct additional training prior to a retest. **(T-3)** All retests will be accomplished no sooner than 24 hours (ARC less than 24hrs if waived by the OG/CC) after the failed test to afford adequate time to review applicable publications and accomplish directed training; additional disciplinary action will be at the discretion of the flying squadron operations officer/commander. **(T-3)** The aircrew member will be re-

evaluated using an alternate exam which will include no more than 70 percent of the questions included in the initial test. **(T-3)** Test scores sheets will be maintained for 17 months after completion of the test. **(T-3)**

5.5.2. Secure Question Banks (SQB). Individual tests are to be relevant to the member's crew position; thus, question banks must be expansive enough to support primary and alternate test versions for each crew position of a given MDS. Derive questions from the following publications: AFTTP 3-1.*General Planning and Employment Considerations*, AFTTP 3-1.*Threat Guide*, the respective AFTTP 3-1(MDS) volume, pertinent defensive system handbooks, squadron CONOPS (if any), and classified aircraft technical orders (if applicable). A common SQB may be used by all units that share a given AFTTP publication, provided the question bank is reviewed at least annually. Do not distribute the SQB to unit aircrews and safeguard it in the same manner as any other required, controlled examination. **(T-3)**

5.5.3. Change a minimum of 30 percent of the questions on examinations each calendar year. Once removed from the SQB, previous questions may be reused after a 1-year absence as long as they remain consistent with current publications/tactics. **(T-3)**

5.5.4. Examination Question Review. Squadron and group tacticians will review each SQB at least annually. Due to AFFTP rewrites, changes to CONOPS, and/or other significant operational changes, tactics tests may require out-of-cycle reviews. **(T-3)**

5.6. Verification Planning Exercises (VPE). VPEs will be conducted quarterly or IAW the most current MDS Ready Aircrew Tasking Memo (RTM), and provide the opportunity for aircrews to apply their combat knowledge and skills in a training environment. **(T-2)** VPEs provide crews the opportunity to exercise local mission planning support processes such as intelligence, weather, rules of engagement, legal (judge advocate) mission considerations, and refresh crews with real-world mission planning procedures. VPEs should be conducted in conjunction with the unit initial assessment (IA) in support of their OPLAN/CONPLAN or rotational tasking. Participation in the planning and VRB briefing of an operational, contingency, or exercise mission may be substituted for a VPE. Unit commanders will determine which missions qualify to satisfy this requirement. **(T-2)**

5.6.1. For 6 SOS/711 SOS, the preparation for an OAD deployment meets the VPE requirements of this section.

5.6.2. Specific training events that must be accomplished by each MDS are contained within their respective AFMAN 11-2MDS, Volume 1. **(T-2)** In the absence of specific Volume 1 guidance, see **Attachment 3**, Verification Planning Exercises Planning Elements, for essential elements for the accomplishment of VPEs. **(T-2)**

5.6.3. Verification Review Board (VRB). The VRB serves as a "dry run" briefing. The purpose of the board is to provide unit leadership with an opportunity to review the plan and make a determination of its current validity. The board should consist of the squadron commander, squadron operations officer, and chiefs of tactics and standardization/evaluation. Additional board members will be designated by the Sq/CC with inputs from the squadron tactics office. **(T-3)**

5.7. Combat Mission Sortie (CMS). The CMS program provides the Weapons and Tactics Chief, Training Chief, operations officer, and squadron commander a mean to focus unit tactical training on current enemy threats and tactical requirements. CMSs should provide aircrew the

opportunity to practice/simulate all requirements associated with planning, flying, and debriefing a combat mission within a given theater's AOR. Plan and execute the CMS in the same sequence, using the same planning and briefing formats as a combat or contingency mission. The squadron weapons and tactics office is responsible for coordinating with the unit training office, aviation resource management, operations officer, and squadron commander annually to identify requirements for logging CMS. At a minimum, unit tactics offices will conduct an annual review of CMS requirements to determine training requirements based on unit taskings. **(T-3)** A unit tactician or instructor should be on board in order to log a CMS event and will debrief the tactical employment. **(T-3)**

5.7.1. Newly qualified crew members will acquire exposure to unit and theater-specific procedures and complete a CMS within 90 days of their first flight in their new unit and/or prior to deploying for real-world contingencies. **(T-3)**

5.7.1.1. 6 SOS/711 SOS will use their Integrated Skills Training (IST) to meet the preceding CMS requirement. **(T-3)**

5.7.2. In addition to local flying training profiles, a CMS may be logged, at unit commander's discretion, following flying operations as part of a real-world mission, contingency operation, or any mission in an actual threat environment. Additionally, at unit commander's discretion, flying participation in courses and exercises that enhance learning, tactical employment, and joint or combined operations may credit a CMS. **Attachment 4** contains a CMS observation checklist that may be used as a starting point for unit tacticians to observe aircrew tactics, identify deficiencies, and initiate improvements. **(T-3)**

5.7.3. Group and squadron tacticians will fly with aircrews to assess the unit's skill in a tactical, unit-developed scenario. **(T-3)** Any significant observations, trend items, or techniques that warrant squadron-level assessment will be brought to the attention of squadron and/or group tactics offices. **(T-3)**

5.8. AFSOC Tactics Intra-fly Program (TIFP). Provides the opportunity for tacticians to observe operations while on aircraft from other AFSOC units, to exchange information and ideas, view missions and mission requirements from a different perspective, and assess their own unit's capabilities and limitations based on their observations. In particular, tacticians will pursue opportunities to fly with other AFSOC units that have relationships of customer-provider and mission co-participant. **(T-2)** Aircrew assigned to AFSOC A3TW/492 SOTRG may fly as a tactics observer on any AFSOC aircraft, primary assigned or other. Individuals participating in TIFP are responsible for providing the flying unit with all required flight eligibility documents IAW AFI 11-401, *Flight Management*, and will log "other" flight time. For all observation flights, use appropriate portions of the CMS Observation checklist provided in **Attachment 4**.

5.8.1. 6 SOS/711 SOS aircrews are not included in this requirement, but are highly encouraged to participate. **(T-2)**

5.9. Weapons and Tactics Library. AFSOC A3TW will maintain a classified and unclassified library containing the publications listed in **Table 5.2** and **Table 5.3**. **(T-3)** Squadron Weapons and Tactics are responsible for either maintaining their own library with current publications or ensure all squadron members have access to the AFSOC Weapons and Tactics Library. For classified documents the library will be maintained at

<https://afsoc.sof.socom.smil.mil/teams/ATIMS/default.aspx> and
<https://cs2.eis.af.mil/sites/13615/default.aspx> for unclassified documents. (T-2)

Table 5.2. Tactics Library Publications.

Required Documents/Access	Medium (minimum)
AFTTP 3-1. General Planning	Electronic
AFTTP 3-1. Threat Guide	Electronic
AFTTP 3-1. MDS/AFSOC Tactics handbook	Electronic
AFTTP 3-3. MDS	Electronic
MTTP/ALSA (e.g. JFIRE, Brevity, etc.)	Electronic
Defensive System handbooks for equipment installed	Electronic
Applicable MDS Security Classification Guides	Electronic
AFI 10-703. Electronic Warfare (EW) Integrated Reprogramming	Electronic
AFMAN 11-415. Weapons and Tactics Programs	Electronic
MDS RTM	Electronic
MDS/Crew Position CMR Workbooks	Electronic
MDS/Crew Position ATR Workbooks	Electronic
Applicable test reports	Electronic
Multi-Service Data Distribution System (MSDDS) account http://ngdds-master.eglin.af.smil.mil/default.asp	Log-ins for all tacticians
EW Toolbox account http://ewtoolbox.eglin.af.smil.mil/default.asp	Log-ins for all tacticians
Joint Lessons Learned Information System account http://www.jllis.smil.mil/ussocom	Log-ins for all tacticians
ATIMS (NIPR & SIPR) https://cs2.eis.af.mil/sites/13615/default.aspx https://afsoc.sof.socom.smil.mil/teams/ATIMS/default.aspx	External user access, if required
561 JTS website (NIPR & SIPR) https://intelshare.intelink.gov/sites/561jts/SitePages/Home.aspx https://intelshare.intelink.sgov.gov/sites.561jts/default.aspx	External user access, if required
Completed self-inspection checklists	Either electronic <i>or</i> printed
Recommended Documents	Medium (minimum)

Related AFTTP 3-1 and 3-3 volumes (e.g. a-10, f-16, f-15E volumes for AC-130 squadron; CV-22 for MC-130 squadron)	Electronic
USAFWS Weapons Review http://www.nellis.af.smil.mil/units/usafws/weapons-review/default.aspx	Electronic or Print
Collateral TAT Reports	Electronic
Note: ECSF Handbooks are not required or units without defensive systems.	

Table 5.3. Special Tactics Required Tactics Publications.

<i>AFI 10-3501, Air Force Diving Program</i>
<i>AFI 10-3502, Vol 3, Pararescue and Combat Rescue Officer Operations, Techniques, and Procedures</i>
<i>AFI 13-112, Vol I, Terminal Attack Controller Training Program</i>
<i>AFI 13-112, Vol II, Terminal Attack Controller STAN/EVAL Program</i>
<i>AFI 13-203, Air Traffic Control</i>
<i>AFI 13-217, Assault Zone Procedures</i>
<i>AFI 13-219, Special Tactics Operator Standards and Evaluation Program</i>
<i>AFI 15-128, Air and Space Weather Operations-Roles and Responsibilities</i>
<i>AFI 15-129, Air and Space Weather Operations-Processes and Procedures</i>
<i>AFI 15-135, Vol 1, Special Operations Weather Training</i>
<i>AFI 15-135, Vol 2, Special Operations Weather Standardization and Evaluation</i>
<i>AFI 15-135, Vol 3, Special Operations Weather Team Operations</i>
<i>AFI 31-207, Arming and Use of Force by Air Force Personnel</i>
<i>AFI 36-2201, Developing, Managing, and Conducting Training</i>
<i>AFI 36-2226, Combat Arms Training and Maintenance (CATM) Program</i>
<i>AFMAN 15-111, Surface Weather Observations</i>
<i>AFTTP 3-1-3-3.Guardian Angel</i>
<i>DATC 31-19, Special Forces Military Training Circular Freefall Parachuting</i>
<i>ETL 09-6, C-130 C-17 Landing Zone Marking Criteria</i>
<i>ETL 02-19, Airfield Pavement Evaluation Standards</i>
<i>FAA 7110.65, Air Traffic Control</i>
<i>FAAO 7220.1, Certification and Rating Procedures</i>
<i>FM3-05.211, Special Forces Military Free-Fall Operations</i>
<i>FM3-21.220, Static Line Parachuting Techniques and Training</i>
<i>JFIRE Handbook</i>
<i>JP 3-09.3, Close Air Support</i>
<i>NAVSEA 0994-LP-001-9010/20, Vols. I Publication thru IV, U.S. Navy Diving Manual Pararescue Medication and Procedure Handbook</i>
<i>USSOCOMD 350-2, Joint Air Asset Allocation Conference (JAAAC)</i>
<i>USSOCOMD 350-3, Airborne Operations (Parachuting)</i>
<i>USSOCOMD 350-4, Vol 1, Maritime Training and Operations Manual, Combat Swimming/Diving Operations</i>
<i>USSOCOMD 350-4, Vol 2, Maritime Training and Operations Manual, Combat Rubber Raiding Craft Operations</i>

5.9.1. AFTTP 3-1 and 3-3. 492 SOTRG is responsible for coordinating updates to Tactics Handbooks and AFTTP volumes for AFSOC MDS aircraft. AFSOC group and squadron tacticians must identify potential changes to the publications. Unit tactician representatives are required to participate in volume updates to ensure theater-relevant information is

incorporated. The 561st JTS or AFSOC/A3 will publish interim changes or page changes to update publication information between revisions. **(T-2)**

5.9.2. AFSOCMAN 11-207. HQ AFSOC publishes AFSOCMAN 11-207 to define the tactics program, responsibilities, and processes. This document must meet group and squadron tactics requirements to maintain combat ready aircrews and provide the appropriate expertise to unit leadership. **(T-2)** To ensure unit requirements are met, group and squadron tacticians must take an active part in providing inputs to AFSOCMAN 11-207. **(T-2)**

5.9.3. Other Publications. AFSOC participation in multi-command, joint, and combined operations across the entire spectrum of conflict provides the opportunity to make meaningful contributions to the improvement of many publications that influence AFSOC operations. AFSOC units should provide recommended changes to these publications to 492 SOTRG. 492 SOTRG will consider these inputs when coordinating on the publications. **(T-2)**

5.9.4. Final/Interim Test Reports. Test reports are prepared and made available by the 18 SOTES. These reports are available from the 18 SOTES page on the classified AFSoFnet portal, accessible at <https://afsoc.sof.socom.smil.mil/sites/492sotrg/18flts/default.aspx> and Defense Technical Information Center page at <https://reg.dtic.smil.mil/DTICRegistration/>. Unclassified reports are located at <https://www.dtic.mil/dodtechspace/welcome>. Tacticians should check these pages periodically for test reports and updates. **(T-2)**

BRENDA P. CARTIER, Brig Gen, USAF
Director of Operations

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFCAT 21-209, Vol 1, *Ground Munitions*, 9 November 2007

AFD, Vol 1-4, Annex 3.05, *Special Operations*, 20 August 2014

AFD, Vol 1-4, Annex 3-50, *Personnel Recovery*, 4 December 2014

AFPD 11-2, *Aircraft Rules and Procedures*, 19 January 2012

AFI 10-703, *Electronic Warfare Integrated Reprogramming*, 4 June 2014

AFI 10-706, *Electronic Warfare Operations*, 13 May 2014

AFI 10-3502, Vol 1, *Pararescue and Combat Rescue Officer Training, Standardization, and Operations*, 29 March 2017

AFI 10-3502, Vol 2, *Pararescue and Combat Rescue Officer Standardization and Evaluation Program*, 29 April 2012

AFI 11-200, *Aircrew Training, Standardization/Evaluation, and General Operations Structure*, 20 September 2018

AFI 11-202, Vol 3, AFSOC SUP, *General Flight Rules*, 27 July 2017

AFI 11-212, *Munitions Requirements for Aircrew Training*, 23 August 2013

AFI 11-235, *Forward Area Refueling Point (FARP) Operations*, 30 May 2019

AFMAN 11-260, *Tactics Development Program*, 24 October 2019

AFMAN 11-415, *Weapons and Tactics Program*, 12 September 2019

AFI 13-217, *Drop Zone and Landing Zone Operations*, 10 May 2007

AFI 13-217_AFSOCSUP, *Drop Zone and Landing Zone Operations*, 15 May 2014

AFI 33-360, *Publications and Forms Management*, 25 September 2013

AFI 63-101/20-101, *Intigrated Life Cycle Management*, 9 May 2017

AFI 33-322, *Records Management and Information Governance Program*, 6 March 2020

AFI 33-360, *Publications and Forms Management*, 1 December 2015

AFMD 6, *Air Force Special Operations Command*, 27 June 2016

AFSOC HOI 71-5, *Test and Evaluation*, 13 July 2012

AFSOCI 16-702, *Coal Warfighter Procedures for AFSOC*, 24 February 2011

AFSOCI 36-2805, *Directorate of Operations Awards*, 22 February 2017

AFSOCI 63-1101, *AFSOC Modification Management*, 18 May 2006

AFJ(I) 13-210, *Joint Airdrop Inspection Records, Malfunction/Incidents, Investigations and Activity Reporting*, 23 June 2009

AFTTP 3-1. *Integrated Planning & Employment*, 19 February 2019

AFTTP 3-1. *Threat Guide*, 15 November 2019

JP 3-05, *Special Operations*, 16 July 2014

JP 3-50, *Personnel Recovery*, 20 Dec 2011

USSOCOM D 71-4, *SOF Capabilities Integration Development System (SOF CIDS)*, 9 June 2009, [expected revised version in fall 2019]

T.O. 00-35D-54, *USAF Deficiency Reporting, Investigation, and Resolution*, 1 November 2011

Prescribed Forms

Adopted Forms

AFSOC Form 97, *Aircraft Incident Worksheet*

AF Form 679, *Air Force Publication Compliance Item Waiver Request/Approval*.

AF Form 93, *Test Request*

AF Form 847, *Recommendation for Change of Publication*

AF Form 1067, *Modification Proposal*

AF Form 4326, *Tactics Improvement Proposal*

DD FORM 365-4, *Weight and Balance Clearance Form F*

DD Form 1748-2, *Airdrop Malfunction Report*

AF FORM 4327A, *Crew Flight (FA) Authorization*

Abbreviations and Acronyms

AAGS—Army Air-Ground System

ACO—Airspace Coordination Order

AD—Active Duty

ADRP—Aerial Delivery Review Panel

AFCAT—Air Force Catalog

AFDD—Air Force Doctrine Document

AFI—Air Force Instruction

AFJI—Air Force Joint Instruction

AFJMAN—Air Force Joint Manual

AFMAN—Air Force Manual

AFMD—Air Force Mission Directive

AFPAM—Air Force Pamphlet

AFPC—Air Force Personnel Center

AFPD—Air Force Policy Directive
AFRC—Air Force Reserve Command
AFSC—Air Force Specialty Code
AFSOB—Air Force Special Operations Base
AFSOC—Air Force Special Operations Command
AFSOCI—Air Force Special Operations Command Instruction
AFSOCMAN—Air Force Special Operations Command Manual
AFSOF—Air Force Special Operations Forces
AFSPC—Air Force Space Command
AFTTP—Air Force Tactics, Techniques, and Procedures
AFUTL—Air Force Universal Task List
AMSARB—Airdrop Malfunction and Safety Analysis Review Board
AMSO—Airborne Mission Systems Operator
ANG—Air National Guard
AO—Area of Operation
AOB—Air Order of Battle
AOC—Air Operations Center
AOD—Air Operations Directive
AOR—Area of Responsibility
ARC—Air Reserve Component
ARMS—Aviation Resource Management System
ATIMS—AFSOC Tactics Information Management System
ATO—Air Tasking Order
ATR—Advanced Tactical Readiness
AvFID—Aviation Foreign Internal Defense
AWACS—Airborne Warning and Control System
C2—Command and Control
CAA—Combat Aviation Advisor
CCB—Configuration Control Board
CCT—Combat Control Team
CDRJSOTF—Commander, Joint Special Operations Task Force
CDS—Container Delivery System

CEP—Combat Entry Point
CFACC—Combined Forces Air Component Commander
CMNS—Combat Mission Needs Statement
CMP—Combat Mission Profile
CMR—Combat Mission Ready
CMS—Combat Mission Sortie
CMT—Combat Mission Training
COMSEC—Communications Security
CONEMP—Concept of Employment
CONOP—Concept of Operations
CONPLAN—Contingency Plan
CRB—Configuration Review Board
CRO—Combat Rescue Officer
CSAR—Combat Search and Rescue
CSO—Combat Systems Officer
DAN/TAN—Detection Avoidance Navigation/Threat Avoidance Navigation
DoD—Department of Defense
DEAD—Destruction of Enemy Air Defenses
DFA—Detection Free Altitude
DOC—Designed Operational Capability
DREAMS—Deficiency Reporting Entry and Mail System
DSO—Direct Support Operator
DZ—Drop Zone
EA—Electronic Attack
EC—Electronic Combat
ECMO—Electronic Counter Measures Officer
ECMT—Electronic Counter Measures Technician
ECO—Electronic Combat Officer
ECP—Electronic Combat Pilot
ECSF—Electronic Combat Support Flight
EEl—Essential Elements of Information
EIS—Enterprise Information System

EMCON—Emission Control
EO—Electro-Optical
EOB—Electronic Order of Battle
ETL—Engineering Technical Letter
EW—Electronic Warfare
EWIR—Electronic Warfare Integrated Reprogramming
EWO—Electronic Warfare Officer
FAA—Functional Area Analysis or Federal Aviation Authority
FAAO—Federal Aviation Administration Order
FARP—Forward Area Refueling Point
FCO—Fire Control Officer
FDE—Force Development Evaluation
FID—Foreign Internal Defense
FLOT—Forward Line of Own Troops
FLTS—Flight Test Squadron
FM—Functional Manager or Field Manual
FMR—Financial Management Regulation
FNA—Functional Needs Analysis
FSA—Functional Solution Analysis
GATER II/III—Global Air Tactics Employment Review II/III
GMAT—Ground Munitions Allocation Tables
GOB—Ground Order of Battle
HLZ—Helicopter Landing Zone
HQ—Headquarters
IA—Initial Assessment
IADS—Integrated Air Defense System
IAW—In Accordance With
ICD—Initial Capabilities Document
IFF—Identification, Friend or Foe
IO—Information Operation
IOS—Information Operations Squadron
IPT—Integrated Product Team

IR—Infrared
IST—Integrated Skills Training
I-TAAR—Immediate Tactics After Action Report
ITO—Integrated Tasking Order
IW—Irregular Warfare
JA—Judge Advocate
JAAAC—Joint Air Asset Allocation Conference
JAI—Joint Airdrop Inspection
JCET—Joint Combined Exchange Training
JFACC—Joint Forces Air Component Commander
JFIRE—Joint Fires
JP—Joint Publication
JSOAC—Joint Special Operations Air Component
JSOTF—Joint Special Operations Task Force
JSTARS—Joint Surveillance Target Attack Radar System
JTAC—Joint Terminal Attack Controller
L2—Lessons Learned
LLWG—Lessons Learned Working Group
LM—Loadmaster
LZ—Landing Zone
MAJCOM—Major Command
MATT—Multi-Mode Advanced Tactical Terminal
MDS—Mission Design Series
METL—Mission Essential Task List
MICT—Management Internal Control Toolset
MDRB—Munitions Delivery Review Board
MDS—Mission Design Series
MR—Mission Ready
NAVSEA—Naval Sea Systems Command
NCO—Noncommissioned Officer
NGB—National Guard Bureau
NOB—Naval Order of Battle

NLT—No Later Than
OCR—Operational Change Request / Office of Coordinating Responsibility
OGK—Group Weapons and Tactics
OGV—Group Standardization and Evaluation
OPCON—Operational Control
OPLAN—Operations Plan
OPR—Office of Primary Responsibility
OPSEC—Operational Security
OSS—Operations Support Squadron
OT&E—Operational Test and Evaluation
PJ—Pararescueman
RRB—Requirements Review Board
RTM—Ready Aircrew Tasking Memo
RW ACE—Real World Air Combat Environment
RWR—Radar Warning Receiver
SAM—Surface-to-Air Missile
SAMS-ESA—**SOF Air Mission Suite**—Enhanced Situational Awareness
SAV—Staff Assistance Visit
SCI—Sensitive Compartmented Information
SE—Safety
SEAD—Suppression of Enemy Air Defenses
SINGARS—Single Channel Ground and Airborne Radio System
SM—Single Manager
SNCO—Senior Noncommissioned Officer
SOCOM—Special Operations Command
SOF—Special Operations Forces
SOFTASE—Special Operations Forces Tactics and Adversaries Studies Element
SOFTAT—Special Operations Forces Tactics Analysis Team
SOLE—Special Operations Liaison Element
SOS—Special Operations Squadron
SOTES—Special Operations Test and Evaluation Squadron
SOTRG—Special Operations Training Group

SOTRSS—Special Operations Training Support Squadron

SOWT—Special Operations Weather Team

SPD—System Program Director

SPINS—Special Instructions

SPP—Strategic Planning Process

SQB—Secret Question Bank

SSBI—Single Scope Background Investigation

STO—Special Tactics Officer

STS—Special Tactics Squadron

TAAR—Tactics After Action Report

TACS—Theater Air Control System

TAT—Tactics Analysis Team

TD&E—Tactics Development and Evaluation

TDIP—Tactics Development Improvement Program

TIFP—Tactics Intra-fly Program

TIP—Tactics Improvement Proposal

TMT—Tactician Management Training

TOA—Time of Arrival

TOT—Time on Target

TP—Threat Penetration

TPB—Test Prioritization Board

TRB—Tactics Review Board

TS—Top Secret

TSO—Tactical System Operator

TSOC—Theater Special Operations Command

TSRTS—Threat System Recognition Training Software

TTP—Tactics, Techniques, and Procedures

TWG—Tactics Working Group

UCI—Unit Compliance Inspection

UJTL—Universal Joint Task List

UON—Urgent Operational Need

USAF—United States Air Force

USAFWS—United States Air Force Weapons School

USSOCOM—United States Special Operations Command

USSOCOM D—United States Special Operations Command Directive

UTC—Unit Type Code

VPE—Verification Planning Exercise

VRB—Verification Review Board

VTRAT—Visual Threat Recognition and Avoidance Trainer

WIC—Weapons Instructor Course

WPS—Weapons Squadron

WS—Weapons School

WSIPT—Weapon System Integrated Product Team

WSO—Weapons Systems Officer

Attachment 2
APPOINTMENT LETTER

Figure A2.1. Appointment Letter Example.

(Submitting unit letterhead)

Date

MEMORANDUM FOR AFSOC/A3TW

FROM: XX SOS/DO

Mailing Address

SUBJECT: Appointment of XX SOS Squadron/Group Tacticians

1. The following individuals have been appointed as squadron tacticians and have met the minimum requirements outlined in AFSOCI 11-207. They are qualified instructors, maintaining a combat mission readiness status and have complete AFSOC Tactics Management Training.

Name	Rank	AFSC	Clearance	Date completed TMT

2. For questions please contact the squadron weapons and tactics office at XXX-XXXX.

//Signed//

Squadron Operations Officer

Attachment 3

VPE PLANNING ELEMENTS

A3.1. General. In the absence of MDS-specific Volume 1 guidance, this attachment lists essential elements for accomplishing VPEs. This matrix is not intended as a format for briefing or debriefing.

A3.2. Introduction and Overview.

A3.2.1. Introduction (participants and briefing classification).

A3.2.2. Mission overview (mission intelligence, political scenarios, mission tasking, and JA issues).

A3.2.3. Status of friendly forces (ground, air, and support).

A3.3. Area of Operations.

A3.3.1. Geography (topography, population centers, lines of communication, chokepoints and natural obstacles, major visual and radar significant identification points).

A3.3.2. Climatology (effects on unit operations, ground troop movements, and in-flight operations).

A3.3.3. Operating base (location, facilities, procedural constraints, strengths, and limitations).

A3.3.4. ATO/ITO/ACO.

A3.4. Situation/Status of Enemy Forces.

A3.4.1. Ground forces and accompanying air defense threats (SAMs, Anti-Aircraft Artillery, EC, and Spectrum Interference Resolution reporting), capabilities, strengths, and weaknesses.

A3.4.2. Airborne forces (numbers, locations, capabilities, and tactics). Rescort, Rescap, AWACS, Reconnaissance, SEAD, JSTARS, EC-130E/H, and Space.

A3.4.3. Discuss and decide on suppression, tactics, possible customer requirements, and other mission assumptions. Analyze both the country/area threat and threat emitter databases to anticipate the Radio Frequency (RF) and IR environments the aircrews will encounter.

A3.5. Mission Employment.

A3.5.1. Communications plan.

A3.5.2. Ground operations (launch authority and method, weapons and ammo load, electronic countermeasures settings/load/type, special mission equipment).

A3.5.3. Departure (weather contingencies, options).

A3.5.4. Route of flight (threat analysis, alternatives, fuel requirements, decision points and charts, FENCE crossing authority).

A3.5.5. Target ingress (initial point-to-target specifics, execute authority, tactics, and contingencies).

A3.5.6. Weapons employment (target data, load, suitability, ROEs, and mutual support plans).

A3.5.7. Egress plan (route, mutual support agreements).

A3.5.8. Downed aircrew, wounded bird plan.

A3.5.9. Recovery (safe corridor procedures, Identification Friend or Foe (IFF) procedures, alternate and emergency airfields).

A3.5.10. Escape and Evasion (selected areas for recovery, CSAR procedures).

A3.6. Services and support.

A3.6.1. Supply (POL, FARP, expendables).

A3.6.2. Medical facilities.

A3.6.3. Maintenance (location, capabilities).

A3.6.4. Divert airfields.

A3.6.5. NBC equipment and decontamination.

A3.7. Command and Signal.

A3.7.1. Required COMSEC fills (e.g., wide/narrow band keys).

A3.7.2. Words, numbers, letters of the day.

A3.7.3. Execution checklist.

A3.7.4. Essential Elements of Information (EEIs).

A3.7.5. Required reports and reporting procedures.

Attachment 4

CMS OBSERVATION CHECKLIST

A4.1. CMS Observation Checklist. The following CMS observation checklist (**Table A4.1 Table A4.1.1, Table A4.1.2 and Table A4.1.3**) is designed to provide a starting point for unit tacticians to observe aircrew, identify deficiencies, and initiate improvements. This checklist is a sample that the unit tactician may modify and use when conducting a CMS mission as specified in this instruction.

Table A4.1. CMS Observation Checklist (Permission Planning Phase).

PREMISSION PLANNING PHASE	Completed
Coordinate with squadron tactics office and the aircraft commander for authorization to be placed on flight orders. Ensure sufficient time for the operations admin to process flight orders.	
<p>At least one week prior to the mission, coordinate with scheduling to schedule the crew, tactician, mission, and required support (e.g., intel, wx, space, JA, refueling, jumpers) and facilities (e.g., ranges, DZs, LZs, HLZs).</p> <p>Request a DSO to be scheduled for the flight.</p> <p>Coordinate with supporting offices to ensure the information they provide to the crew is part of the scenario.</p>	
<p>In sufficient time to allow for adequate premission planning (usually 72 hours prior to mission execution), the Tactics Observer will provide threats applicable to the combat scenario.</p> <p>Include 18 SOTES test report data on and or AFTTP 3-1.Threat Guide and AFTTP 3-1/3-3.MDS tactical information as required.</p> <p>The scenario will include the following items:</p> <ul style="list-style-type: none"> • Political/Military situation • Objective (airdrop, infil/exfil, AR, or Helo AR) location • Orders of battle (air, land, electronic, etc.) (.thr file overlay and .lcl points indicating location(s) of friendly/enemy forces/equipment) 	

Table A4.1.1. CMS Observation Checklist (Mission Planning Phase).

MISSION PLANNING PHASE	Yes	No
Did all crew members attend and make effective use of the presenters at the mission inbriefing? Were all crew members effectively employed in mission planning? Were requests for information and for support assets (e.g., SEAD, DEAD, AWACS, RJ, JSTARS, TD) generated and provided to the intelligence planner? Was appropriate coordination conducted with the customer and supporting assets to produce the best plan?		
Were the tactical employment events (airdrop, airland, AR) thoroughly planned and discussed to ensure all applicable crew members know their responsibilities?		
Were detection avoidance techniques considered, used, and appropriate?		
Were appropriate threat avoidance/suppression techniques considered and used?		
Were appropriate threat evasion techniques considered and used?		
Were appropriate countermeasures for known threats reviewed and discussed?		
Was the evasion plan of action complete and understood by all crew members and customers (if necessary)?		
Was a "what if" session conducted to gain consensus on the best course of action for the most likely "unplanned" events? Was the crew proficient in using approved mission planning software for planning the flight and avoiding threats?		
Did the crew use mission planning tools effectively?		
Was the crew proficient in using AFTTP 3-1. <i>General Planning and Employment Considerations</i> , for mission planning; AFTTP 3-1. <i>Threat Reference Guide and Counter-tactics</i> ; and AFTTP 3-1/3.XX, <i>Tactical Employment/Combat Aircraft Fundamentals</i> , for threat information and tactical procedures/techniques during mission planning?		
Chart markings and Annotations: Are charts constructed IAW the appropriate AFTTP 3-3.MDS? Are the OBs plotted on the crews' charts?		
Are range rings drawn around the threats on crews' charts?		
Are the FLOT, CEP, CXP plotted on crews' charts?		
Do crew members that require a chart have one that is properly marked?		

Table A4.1.2. CMS Observation Checklist (Route Study through Preflight Phases/DSO).

ROUTE STUDY	Yes	No
Was a thorough study conducted of the route to include threat avoidance?		
Was a thorough route study conducted of the HAR/AR track?		
Was a thorough route study conducted of the drop zone?		
Was low altitude HAR required, planned and briefed to include contingencies?		
Was a thorough route study conducted of the landing zone?		
CREW BRIEFING	Yes	No
Was the crew briefing conducted and all required briefing items covered IAWAFI 11-2MDS Vol 3 and AFTTP 3-3.MDS?		
Was an updated weather briefing provided?		
Was a current intelligence update brief provided to include changes since last brief?		
Did the intelligence and EWO briefings cover all significant threats?		
Did the evasion and recovery planner brief evasion plan of action, rally points, evasion areas, cover stories, SAR codes, and emergency medical plans and procedures?		
Did flight surgeons, chaplains, JA, unit commander, and his staff provide additional briefings?		
CREW BACKBRIEF	Yes	No
Was a backbrief provided to the commander and his staff?		
Did the backbrief provide commanders and staff with sufficient information to review and approve the planned mission?		
Was the backbrief presented following the mission route from launch to recovery?		
Was a "what if" session conducted to gain consensus on the best course of action for the most likely "unplanned" events?		
Did the mission commander present a probability of mission success?		
PREFLIGHT PHASE	Yes	No
Was the aircraft properly configured for the mission and were the specific aircraft requirements such as self-protection coordinated with maintenance?		
Was a complete jumpmaster briefing conducted to the jumpers including data on threats in and near the objective area?		
Was a complete customer/team brief (if required) conducted to include data on threats in and near the objective area?		
Was a complete aircrew/loadmaster briefing conducted prior to stations time?		

Table A4.1.3. CMS Observation Checklist (Flight through Post Flight Phases).

FLIGHT PHASE	Yes	No
Was the Combat Entry Point/FENCE Checklist completed?		
Did the crew react to system onboard/offboard threat inputs?		
Was timely notification given to the crew?		
Did the crew correctly identify threats?		
Did the crew react correctly to avoid/evade/counter the threats?		
Did the DSO make threat calls appropriate to the tactical situation?		
Did aircrew acknowledge and utilize DSO threat calls for determining tactics/maneuvers?		
Were TTP properly employed during low-level/high-level?		
POST MISSION PLANNING ASSESSMENT	Yes	No
Were TTP properly employed during airland?		
Were TTP properly employed during HAR?		
Were TTP properly employed during airdrops?		
Were in-flight reports made when appropriate?		
Were OPSEC and COMSEC measures used?		
Were post threat BDA checks in the cabin and cockpit completed?		
Were the tactical checklists completed in a permissive environment?		
Was the Combat Exit Checklist completed at an appropriate place?		
POST FLIGHT	Yes	No
The Tactics Observer will debrief the aircrew on Tactics Observations noted during each phase.		

Attachment 5

AFSOC REPORTING PROCEDURES FOR WEAPON EMPLOYMENT INCIDENTS

A5.1. AFSOC aircrews will use the following guidance IAW AFI 11-202, Vol 3 AFSOC Supplement to determine reporting and investigation procedures when a weapon employment incident occurs.

Table A5.1. Information to Collect for Aircraft Munitions Employment Investigations.

DATE/TIME
UNITS INVOLVED (FLYING, SUPPORTING, TACP/JTAC, RCO etc.)
NAME AND LOCATION OF RANGE
TYPE OF AIRCRAFT INVOLVED
TYPE OF MUNITION, CHAFF, OR FLARES
LIVE OR INERT ROUNDS
WEATHER (WINDS, CEILING, VISIBILITY, etc.)
INJURIES (KNOWN OR SUSPECTED)
COLLATERAL DAMAGE (KNOWN OR SUSPECTED)
HEADING AND ALTITUDE
SCORES FROM SURVEYED TARGETS FOR ALL WEAPON EMPLOYMENTS ACCOMPLISHED (TRAINING ONLY)
RANGE AND BEARING OR CLOCK POSITION AND DISTANCE FROM KNOWN POINT ON THE RANGE (TRAINING ONLY)
RANGE AND BEARING OR CLOCK POSITION FROM INTENDED IMPACT POINT
SUSPECTED CAUSE OF OFF-RANGE IMPACT (TRAINING ONLY)
TGP/FLIR/LAR INFORMATION (PREFLIGHT/RECALCULATION/ACCEPTABLE LAUNCH AREA)
CURRENT IMPACT ZONE SURVEY/SAFETY OF FLIGHT REVIEW (TRAINING ONLY)
NARRATIVE OF EVENT SEQUENCE PREPARED BY EACH AIRCREW MEMBER
DD FORM 365-4, <i>WEIGHT AND BALANCE CLEARANCE FORM F</i>
AFSOC FORM 97, <i>AIRCRAFT INCIDENT WORKSHEET</i>
AF FORM 4327A, <i>CREW FLIGHT (FA) AUTHORIZATION</i>
ANY REMAINING ORDNANCE ON THE AIRCRAFT