Office of the Chief of Space Operations

Defense Advisory Committee on Women in the Services

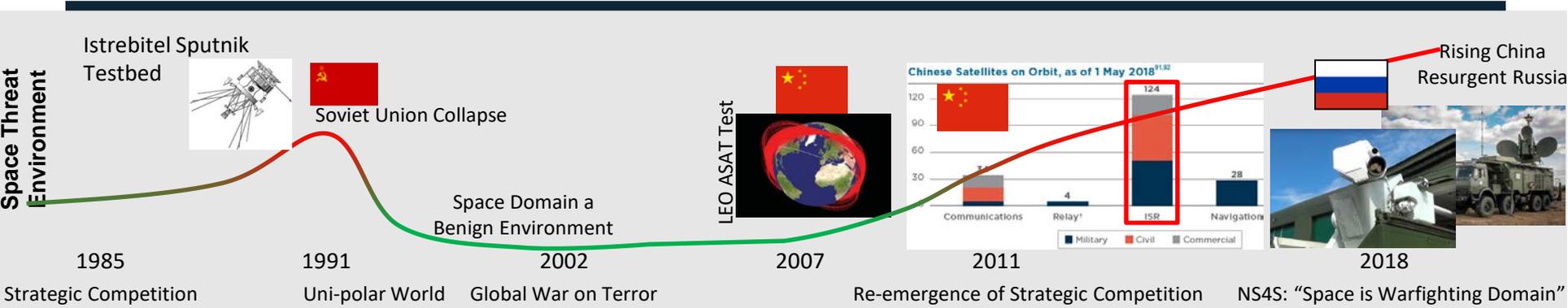## Space Force Overview

Office of the Chief of Space Operations
3 Mar 2020

Growing Space Threats

Space Threat Environment

Istrebitel Sputnik Testbed

Soviet Union Collapse

Space Domain a Benign Environment

LEO ASAT Test

Chinese Satellites on Orbit, as of 1 May 2018[91,92]

Rising China Resurgent Russia

1985	1991	2002
Strategic Competition	Uni-polar World	Global War on Terror

2007	2011	2018
	Re-emergence of Strategic Competition	NS4S: "Space is Warfighting Domain"

Mission Evolution

Space Situational Awareness — Global Space Traffic Mgmt/Space Domain Awareness

Integrated Attack Warning / Ballistic Missile Defense

Support to Joint Warfighters & Allies (PNT, SATCOM, ISR, MSL WARNING, WEATHER)

Compete, Deter & Win

PAST 20 YEARS

- Space was a sanctuary.

- Space superiority was "gained" by having the most systems and advanced capabilities.

- Space capabilities and operations were primarily support *to* operations in other domains.

PRESENT AND FUTURE

- Space is a warfighting domain like air, land, sea.

- Space superiority is not guaranteed and therefore must be gained and maintained.

- Space capabilities and operations gain and maintain space superiority *and* support operations in other domains.

Past approaches are no longer sufficient for projected future environment.
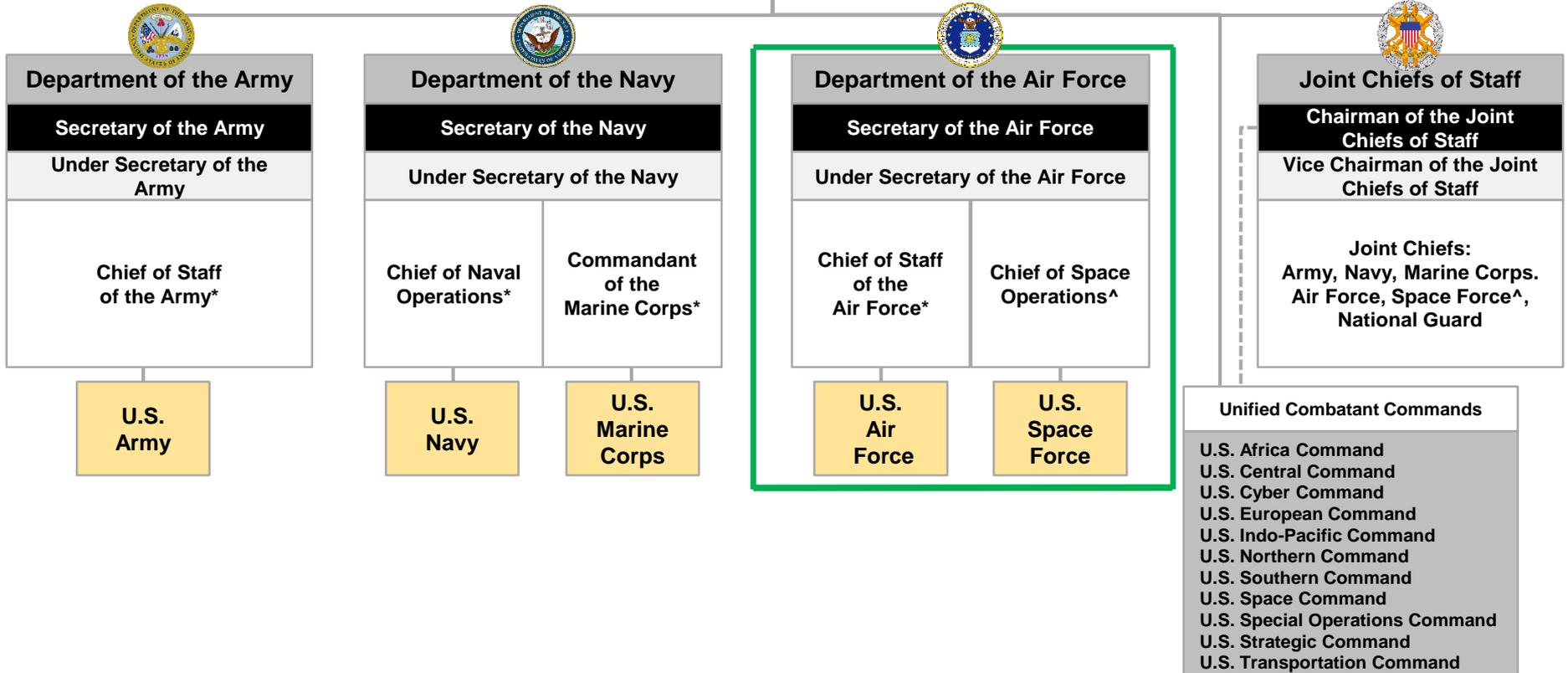
Space Force Alignment & POTUS-Assigned Missions

*JCS member
^Invited by the CJCS to participate in the JCS process in anticipation of his membership on the JCS a year after the enactment of the NDAA for FY 2020

Secretary of Defense

Deputy Secretary of Defense

Department of the Army	Department of the Navy		Department of the Air Force		Joint Chiefs of Staff
Secretary of the Army	**Secretary of the Navy**		**Secretary of the Air Force**		**Chairman of the Joint Chiefs of Staff**
Under Secretary of the Army	**Under Secretary of the Navy**		**Under Secretary of the Air Force**		**Vice Chairman of the Joint Chiefs of Staff**
Chief of Staff of the Army*	**Chief of Naval Operations***	**Commandant of the Marine Corps***	**Chief of Staff of the Air Force***	**Chief of Space Operations^**	**Joint Chiefs: Army, Navy, Marine Corps. Air Force, Space Force^, National Guard**
U.S. Army	**U.S. Navy**	**U.S. Marine Corps**	**U.S. Air Force**	**U.S. Space Force**	

Unified Combatant Commands

U.S. Africa Command
U.S. Central Command
U.S. Cyber Command
U.S. European Command
U.S. Indo-Pacific Command
U.S. Northern Command
U.S. Southern Command
U.S. Space Command
U.S. Special Operations Command
U.S. Strategic Command
U.S. Transportation Command

Guiding Principles
The US Space Force Will:

"**Adapt national security organizations,** policies, **doctrines, and capabilities** … **to marshal space resources to deter and counter threats in space** … and **transform space from a combat support function** to a **domain of potential conflict**."

"**Consolidate existing forces and authorities for military space activities**."

"**Include both combat and combat support functions** to enable…offensive and defensive space operations"

"**Assume responsibilities for all major military space acquisition programs**"

"**Create the appropriate career tracks** for military and civilian space personnel across all relevant specialties **including operations, intelligence, engineering, science, acquisition, and cyber**."

– Source: President's Space Policy Directive-4 (SPD-4)

"**Fundamentally transform** … space **from a combat support function** to a **domain of competition and potential conflict**."

"**Existing space forces, units, personnel, capabilities, and budgets** will be transferred…including elements for **operations, acquisition and systems development, training and education**, and other functions, as appropriate"

"**Manage a distinct budget** to ensure visibility into resourcing of space activities"

"**Leverage existing USAF infrastructure, except** in performing those functions that are **unique to the space domain or** that are **central to the independence** of the new Military Service."

"**Build, sustain, and, enhance the space warfighting capacity** of DoD**"

"Serve as the **lead Military Service for space, synchronizing** space doctrine, organization, training, materiel, leadership and education, personnel, facilities, and policy **(DOTMLPF-P) for DoD**."

"**Establish** … **new support elements such as education, training, doctrine, and personnel management centers**."

– Source: DoD Strategic Overview to Congress

"The Secretary of the Air Force will be responsible for organizing, training, and equipping two separate and distinct Military Services"
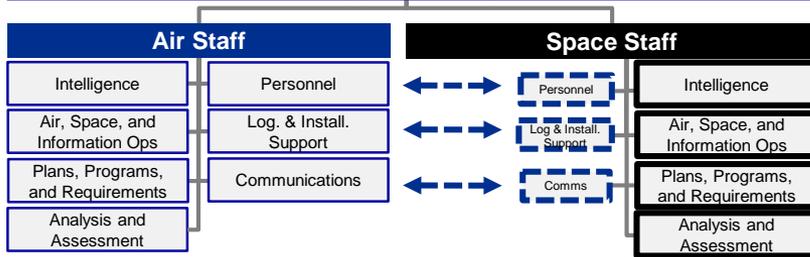*- Department of Defense Strategic Overview to Congress*

Mission-Focused Force

The Space Force will be lean, agile, and mission-focused, removing traditional layers of bureaucracy and maximizing focus on space doctrine, training, and warfighting capability

Department of the Air Force

Responsible for common acquisition and auditing, comptroller issues (including financial management), inspector general matters, legislative affairs, public affairs, etc.

Air Staff
- Intelligence
- Air, Space, and Information Ops
- Plans, Programs, and Requirements
- Analysis and Assessment
- Personnel
- Log. & Install. Support
- Communications

Space Staff
- Personnel
- Log & Install. Support
- Comms
- Intelligence
- Air, Space, and Information Ops
- Plans, Programs, and Requirements
- Analysis and Assessment

Leveraging DAF Secretariat and key manpower/personnel, infrastructure, and communications support from the Air Staff allows for the Space Force to **remain mission-focused**

Space Unit Commander Time Allocation Breakdown

Pre-USSF

20% Space Mission Operations

80% Mission Support Functions

Legend:
- Space Mission Ops
- Installation Cmd
- Infrastructure Mgmt
- Base Security
- Environmental Mgmt
- Morale/Welfare Programs
- Tenant Support Functions

Post-USSF

80% Space Mission Operations

20% Mission Support Functions

Space Unit Cmdr dual-hatted as the garrison/infrastructure lead

Space Unit Cmdr focused on mission ops; garrison/infrastructure lead with the Air Force

Initial USSF HQ will be comprised of **100%** **existing or reassigned** billets

Office of the Chief of Space Operations

Planners are committed to finding **additional opportunities to streamline** and **reduce the overall footprint** as design efforts continue

- 1035 **Past Est.**
- 795
- TBD **On-going.**

Space Force will leverage common support functions and infrastructure from the Air Force, **reducing the overall size** of the Space Force **by up to 1/3**

SPACE UNIT
- **SUPPORT FUNCTION**
- **MISSION FUNCTION**

USSF will **leverage 83%** of **critical enabling functions** from the USAF*

- 29
- 6

*Based on FOA/DRU/OCA functions

Key:

- USAF
- USSF

Note: All figures are rough estimates and require further analysis

Space Force Mission Focused
(Career Specialties)

11BX Bomber Pilot
11EX Experimental Test Pilot
11FX Fighter Pilot
11GX Generalist Pilot
11HX Rescue Pilot
11KX Trainer Pilot
11MX Mobility Pilot
11RX Recon/Surveillance/Elec Warfare Pilot
11SX Special Operations Pilot
11UX Remotely Piloted Aircraft Pilot
12BX Bomber Combat Systems Officer
12EX Experimental Test Combat Systems Off
12FX Fighter Combat Systems Officer
12GX Generalist Combat Systems Officer
12HX Rescue Combat Systems Officer
12KX Trainer Combat Systems Officer
12MX Mobility Combat Systems Officer
12RX Recon/Surv/Elec Warfare Combat Sys Off
12SX Special Ops Combat Systems Officer
12UX Remotely Piloted Aircraft
13AX Astronaut
13BX Air Battle Manager
13CX Special Tactics
13DX Combat Rescue Officer
13LX Air Liaison Officer
13MX Airfield Operations
13NX Nuclear & Missile Operations
14FX Information Operations
14NX Intelligence
15WX Weather
16FX Regional Affairs Strategist
16GX Air Force Operations Staff Officer
16PX Political-military Affairs Strategist
16RX Planning & Programming
17DX Cyberspace Operations
17SX Cyber Warfare Operations
18AX Attack Remotely Piloted Aircraft Pilot
18EX Experimental Test Remote Aircraft Pilot
18GX Generalist Remote Piloted Aircraft Pilot
18RX Recon Remote Piloted Aircraft Pilot
18SX Special Ops Remote Piloted Aircraft Pilot
21AX Aircraft Maintenance
21MX Munitions & Missile Maintenance
21RX Logistics Readiness
31PX Security Forces
32EX Civil Engineer
35BX Band
35PX Public Affairs

38FX Force Support
41AX Health Services Administrator
42BX Physical Therapist
42EX Optometrist
42FX Podiatrist
42GX Physician Assistant
42NX Audiologist
42PX Clinical Psychologist
42SX Clinical Social Worker
42TX Occupational Therapist
43AX Aerospace & Op Physiologist
43BX Biomedical Scientist
43DX Dietitian
43EX Bioenvironmental Engineer
43HX Public Health Officer
43PX Pharmacist
43TX Biomedical Laboratory
44A Chief, Hospital/Clinic Services
44BX Preventive Medicine
44DX Pathologist
44EX Emergency Services Physician
44FX Family Physician
44GX General Practice Physician
44HX Nuclear Medicine Physician
44JX Clinical Geneticist
44KX Pediatrician
44MX Internist
44NX Neurologist
44OX Physician
44PX Psychiatrist
44RX Diagnostic Radiologist
44SX Dermatologist
44TX Radiotherapist
44UX Occupational Medicine
44YX Critical Care Medicine
44ZX Allergist
45AX Anesthesiologist
45BX Orthopedic Surgeon
45EX Ophthalmologist
45GX Obstetrician & Gynecologist
45NX Otorhinolaryngologist
45PX Physical Medicine Physician
45SX Surgeon
45UX Urologist
46AX Nursing Administrator
46FX Flight Nurse
46NX Clinical Nurse
46PX Mental Health Nurse
46SX Operating Room Nurse

46YX Advanced Practice Registered Nurse
47BX Orthodontist
47DX Oral & Maxillofacial Pathologist
47EX Endodontist
47GX Dentist
47HX Periodontist
47KX Pediatric Dentist
47PX Prosthodontist
47SX Oral & Maxillofacial Surgeon

USAF Specialty Codes Core to USSF

13S Space Ops
1C6 Space Systems Ops
14N Intel
17C Cyber Ops Officer
17D Cyber Ops
1N0 All Source Intel
1N1 Geospatial Intel
1N2 Signals Intel
3D1N4 Fusion Analysis
3D0 Cyber Ops
3D1 Cyber Support
62E Development Engineer
62S Material Leader
63A Acquisition Manager
63G Senior Material Ldr-Upper Ech
63S Material Leader

48AX Aerospace Medicine Specialist
48GX General Medical Officer, Flight Surgeon
48RX Residency Trained Flight Surgeon
48VX Pilot-physician
51JX Judge Advocate
52RX Chaplain
60C Senior Materiel Leader-upper Echelon
61AX Operations Research Analyst
61CX Chemist/Nuclear Chemist
61DX Physicist/Nuclear Engineer
62EX Developmental Engineer
62SX Materiel Leader
63AX Acquisition Manager
63GX Senior Materiel Leader-lower Echelon
63SX Materiel Leader
64PX Contracting
63FX Financial Management
65W Cost Analysis
71SX Special Investigations

1A0XX In-Flight Refueling
1A1XX Flight Engineer
1A2XX Aircraft Loadmaster
1A3XX Airborne Mission System
1A4XX Airborne Operations
1A6XX Flight Attendant
1A7XX Aerial Gunner
1A8XX Airborne Crypto. Linguist
1B4XX Cyberspace Defense Ops
1C0XX Aviation Resource Mgmt
1C1XX Air Traffic Control
1C2XX Combat Control
1C3XX Command Post
1C4XX Tactical Air Control Party
1C5XX C2 Battle Mgmt Ops
1C7XX Airfield Management
1N0XX Operations Intelligence
1N1XX Geospatial Intelligence
1N2XX Signals Intelligence Analyst
1N3XX Cryptologic Language Analyst
1N4XX Network Intelligence Analyst
1POXX Aircrew Flight Equipment
1S0XX Safety
1T0XX Survival, Evasion, Resistance & Escape
1T2XX Pararescue
1U0XX Career RPA Sensor Operator
1W0XX Weather
2A0XX Avionics Test Station & Components
2A3XX Avionics Systems
2A5XX Aerospace Maintenance
2A6XX Aerospace Propulsion
2A7XX Aircraft Metals Technology
2E1XX Satellite, Wideband & Telemetry Systems
2E2XX Network Infrastructure Systems
2E6XX Communication Cable & Antenna Systems
2F0XX Fuels
2G0XX Logistics Plans
2M0XX Missile Maintenance
2P0XX Precision Measurement Equip Laboratory
2R0XX Maintenance Management Analysis
2R1XX Maintenance Management Production
2S0XX Materiel Management
2T0XX Traffic Management
2T1XX Vehicle Operations
2T2XX Air Transportation
2T3XX Vehicle Maintenance
2W0XX Munitions Systems
2W1XX Aircraft Armament Systems
2W2XX Nuclear Weapons

2W2XX Nuclear Weapons
3A0XX Knowledge Operations Management
3C0XX Communication-Computer Systems
3C1XX Information Systems Technology
3C2XX Network Integration
3D0XX Knowledge Operations Management
3D1XX Client Systems
3E0XX Electrical Systems
3E1XX Heating, Ventilation, AC, Refrigeration
3E2XX Pavement & Construction Equipment
3E3XX Structural
3E4XX Water & Fuel Systems Maintenance
3E5XX Engineering
3E6XX Operations Management
3E7XX Fire Protection
3E8XX Explosive Ordnance Disposal
3E9XX Emergency Management
3F5XX Administration
3M0XX Services
3N0XX Public Affairs
3N1XX Regional Band
3N2XX Premier Band
3P0XX Security Forces
3S0XX Personnel
3S1XX Equal Opportunity
3S2XX Education & Training
3S3XX Manpower
4A0XX Health Services Management
4A1XX Medical Material
4A2XX Biomedical Equipment
4B0XX Bioenvironmental Engineering
4C0XX Mental Health Service
4D0XX Diet Therapy
4E0XX Public Health
4H0XX Cardiopulmonary Laboratory
4J0XX Physical Medicine
4M0XX Aerospace & Operational Physiology
4N0XX Aerospace Medical Service
4N1XX Surgical Service
4P0XX Pharmacy
4R0XX Diagnostic Imaging
4T0XX Medical Laboratory
4V0XX Ophthalmic
4Y0XX Dental Assistant
5J0XX Paralegal
5R0XX Chaplain Assistant
6C0XX Contracting
6F0XX Financial Management & Comptroller
7S0XX Special Investigations

21st Century Armed Force
Relatively small, technologically-advanced workforce

Human Capital Management

- Revolutionary new human capital initiative study on personnel models that *increase operational readiness* while *retaining long term talent*

- Broader lateral entry, flexible recruiting and retention initiatives, and improved integration of cross component/service flow of forces

Acquisitions

- Re-envisions acquisition process & timelines to speed the delivery of new systems & capabilities and stay ahead of potential adversaries

- Leveraging ongoing DoD initiatives that use emerging technologies like artificial intelligence or process automation to increase speed and optimize decision-making

Organization Design

- Innovative organizational designs that are efficient, mission-focused, and sustainably innovative and interoperable–a "clean sheet" approach

- Department of the Air Force shared services model allowing USSF to remain *agile* and *mission focused*

Women in the Space Force

DACOWITS will recognize that the stand-up of a new Service enables key opportunities to shape a talent-driven and diverse workforce that incorporates modern policies relating to recruitment and retention, employment, integration, well-being and treatment of highly qualified professional women

- **Innovative career models and personnel processes based on a 21st century approach to Human Capital Management**

- **Added flexibility for women to pursue opportunities both within and outside of the Space Force (career intermission and return to USSF, i.e. service in the Reserve Component, work in industry, education, personal purposes, etc.)**

- **Opportunities in highly technical fields for women with Science, Technology, Engineering, and Math backgrounds**

- **Service transfer options to leverage a broad range of skill sets and experiences**

- **More opportunities for women to serve in leadership roles**

- **Establishment of a values-based culture that emphasizes equal opportunity, fair treatment, and respect—a unique shaping opportunity**