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## **William H. Luebke, Ph.D.**



### **Technical Director Naval Surface Warfare Center Port Hueneme Division**

For over three decades Dr. William H. Luebke served the Department of the Navy in a wide variety of challenging engineering and acquisition management positions with increasing levels of executive and leadership responsibilities leading to top-tier results. His 15 years in directing surface ship acquisition span the development and deployment of warships and systems and serve as his unique underpinning. Over the course of the last twelve years he deftly guided the engineering of today's and tomorrow's Navy from national headquarters and field assignments. He has no peer when it comes to taking on the most complex and far-reaching of special assignments and delivering actionable objective results by motivating diverse teams to work effectively through cooperation and transparency.

Dr. Luebke began his civil service career through Senior Executive Service (SES) appointment on January 24, 2005. Through mid-2009 he served as Director for Marine Engineering (SEA05Z) at the Naval Sea Systems Command (NAVSEA) Headquarters in Washington, DC. Leading a team of 95 senior engineers, he filled multiple simultaneous roles including: Senior civilian lead for development and execution of the Navy's Integrated Power Systems Roadmap for advanced, high-power electric propulsion and combat systems; Principal architect of NAVSEA's Commonality Program designed to reduce variation in ship systems and components to drive less costly acquisition/life-cycle maintenance for ships, submarines and aircraft carriers; and Warranting Officer for hands-on execution of Technical Authority through 18 Technical Warrant Holders. His technical authority decision making spanned 28 new-design and major ship/system acquisition programs.

In 2009 Bill volunteered to execute a cross-country PCS transfer to fill a SES position as the Technical Director for the Naval Surface Warfare Center's (NSWC) Corona Division. Until early 2017 he led the 1,200-person civilian team in all aspects of independent performance, readiness, engineering and training assessment of combat and weapons systems.

In 2011, concomitant with his NSWC Corona duties, Dr. Luebke was selected by VADM McCoy to lead NAVSEA's Special Review Team to investigate an enterprise-wide, 10-year, \$20M fraud investigation. Under his tutelage, the team produced 175 recommendations that would forever change the U.S. Navy's approach to fraud awareness and prevention.

In late 2013 Bill was selected to chair PEO Integrated Warfare Systems' (PEO IWS) Failure Review Board to investigate the USS Chancellorsville (CG 62)/drone mishap – an event that had major consequences on at-sea Navy combat systems testing, training and evaluation.

Following the abrupt departures of the NSWC Port Hueneme Division's Technical Director in July 2014 and its Commanding Officer in August 2014, Dr. Luebke accepted concurrent assignment to fill an urgent Navy need to restore technical and organizational viability to this 2,300-person command. In late 2015 he executed a PCS transfer to Port Hueneme but continued serving as Corona's Acting Technical Director until the position could be filled permanently.

Bill's military career began after he graduated from the U.S. Naval Academy with a bachelor's degree and the Naval Postgraduate School with a master's degree in mechanical engineering. His first assignment was aboard USS Truett, FF1095, as a Division Officer in 1977. Subsequent orders of increasing scope and responsibility took him to USS Scott, DDG995, as Chief Engineer and then Operations Officer; MIT, where he earned a doctorate in ocean engineering; SUPSHIP Pascagoula, as the Aegis Test Officer and sole Combat Systems Ship Superintendent for AEGIS ships; and NAVSEA PMS400, as the first DDG51 Production Officer.

In 1993 Dr. Luebke reported to DASN (SHIPS) as Director for Surface Combatants, responsible for all acquisition matters for DDG51, CG47, and CVN68, including critical roles in successful DABs and Congressional reports. After graduating from the Program Management Course he served as Deputy PM for the \$6B Strategic Sealift Program, overseeing the conversion and construction of 20 ships at 3 shipyards for U.S. Army pre-positioning needs. From 1996 to 1997 he served as the Executive Assistant to the Commander, Naval Sea Systems Command.

In 1997 Bill became Program Manager for the \$10B LPD17 Shipbuilding Program, where he developed and implemented acquisition reform initiatives leading to a projected 20% reduction in both crew size and Total Ownership Cost over the lifecycle of the class. He led a joint industry-government team of over 500 professionals and a 1,200-person design team through the ship's detail design and early construction phases.

In 2001, Dr. Luebke served as the Executive Assistant and Naval Aide for the Assistant Secretary of the Navy (RD&A), where he coordinated all business, office, and official travel matters, including serving as the principal's liaison with all SYSCOMs and field activities. From 2002 through 2003, Dr. Luebke served as Technical Director for the Future Concepts and Surface Ship Design Group (NAVSEA 05D) overseeing engineering and design for all surface ships and craft systems for the Next Navy and Navy After Next, including all in-service, new construction, and future concepts.

Bill retired from the Navy in 2004 at the rank of Captain and entered the private sector, serving as Director of Technology for CAE Marine Systems, responsible for development programs as well as corporate innovation and invention of new-technology control and automation systems.

Dr. Luebke was awarded the SES Presidential Rank Award – Meritorious Executive in 2016 and the Superior Civilian Service Award in 2015. Since 2005 he received annual SES Performance/Cash Bonus Awards in addition to a NAVSEA Special Act Award in 2011. While

on active duty, his awards included Legions of Merit, Navy Meritorious Service Medals, Navy Commendation Medals and Navy Achievement Medals.

Unparalleled for his mentorship and tireless drive for increased diversity of thought and professional workforce growth, Bill makes mentoring a daily part of his job for junior leaders and those seeking SES. Three times annually for the past eleven years he served as a visiting lecturer on leadership, ethics and program management at the Engineering Duty Officer School, reaching over 600 mid-grade Naval Officers, and at DAU campuses in Fort Belvoir and San Diego for over 400 prospective PMs. Dr. Luebke is a member of the Navy Acquisition Corps (Level III in Program Management & Engineering), past Vice President of the American Society of Naval Engineers (ASNE) and a frequent and highly-regarded presenter and guest lecturer.