

# RICHARD A. JOHNSON, JR.

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## PROFESSIONAL SUMMARY

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Accomplished leader with over 30 years of experience in joint warfare operations, strategic planning, and maritime operational warfare. Extensive expertise in war gaming, research, analysis, and curriculum development to support senior military decision-makers. Proven ability to design and execute war games that assess strategic and operational challenges, develop future concepts of operations, and provide critical insights into military capabilities. Holds advanced degrees in National Security and Strategic Studies, Law and Diplomacy, and Law. Recognized for operational excellence, analytical rigor, and innovative approaches to military strategy and education.

## HIGHLIGHTS OF QUALIFICATIONS

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- **War Gaming & Strategic Analysis:** Extensive experience designing, facilitating, and analyzing war games for senior military leaders.
- **Joint & Operational Planning:** Expertise in the Navy Planning Process, Joint Operational Planning, and the development of future operational concepts.
- **Research & Decision Support:** Skilled in conducting research, analysis, and gaming to evaluate national security challenges and inform senior decision-makers.
- **Education & Facilitation:** Proven ability to mentor and train officers and civilians in war gaming methodologies and strategic planning.

## EDUCATION

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### U.S. Naval War College

- Master of Arts in National Security and Strategic Studies
- Graduated “With Highest Distinction” (top 5%)
- Designated as a Mahan Scholar. Thesis: “The Operationalization of China’s Strategic Culture and its Implications for U.S. Naval Strategists”

### The Fletcher School of Law and Diplomacy, Tufts University

- Master of Arts in Law and Diplomacy
- Scholarship for Academic Excellence (>3.7 G.P.A.).
- Fields of Concentration: International Relations and Law

### Vermont Law School

- Juris Doctor
- Graduated Magna Cum Laude; Class Rank - 3/144; Vermont Law Review
- Selected Vermont Scholar for Academic Excellence

### U.S. Naval Academy

- Bachelor of Science, Oceanography
- Graduated “With Merit”
- Served as an exchange Midshipman to the U.S. Military Academy

## RELEVANT EXPERIENCE

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### U.S. Naval War College (Netsimco)

2024 – Present

*Netsimco provides cyber security, information technology, strategic operations research, war gaming, and training and education to an array of government agencies across every warfare domain.*

#### War Gaming Analyst

- Serve as an analyst and game team member for high-profile war games, including the Trans-Atlantic Maritime C2 2024 War Game, Global 20 War Game, C5ISRT War Game, DEGRE War Game, Naval Contested Logistics War Game IV, and Naval Service 2025 War Game
- Facilitated the War Gaming Introductory Course, mentoring officers and civilians in how to design, develop, execute, and analyze War Game

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## U.S. Naval War College (Cubic Applications, Inc.)

2006 – 2017

*Cubic is a technology-driven, market-leading global provider of innovative, mission-critical solutions that reduce congestion and increase operational effectiveness and readiness through superior situational understanding.*

### Program Director/War Gaming Designer/Developer/Facilitator

- Developed and led a Homeland Security/Defense Planners' Course for planners and executives from DOD and DHS and other federal and state government agencies that focuses on the processes for, and organizations tasked with monitoring and managing the maritime approaches and domain to prevent terrorist attacks and respond to and minimize incidents. Course has been taught at USNORTHCOM, USEUCOM, USAFRICOM, and USPACOM
- Taught courses and facilitated war games re: Navy Planning Process, Maritime Operational Threat Response, Maritime Domain Awareness, Joint Operations Planning and Execution System (JOPES), Defense Support of Civil Authorities (DSCA), Chemical, Biological, Radiological, Nuclear, Explosive (CBRNE) Incident Response, and other Homeland Security/Homeland Defense issues
- Created and led a bi-annual Homeland Security/Defense Planning Exercise for Marine Forces North staff and leaders that focuses on analyzing, developing, and improving interagency processes, intelligence fusion, operations, and staff actions
- Facilitated the USEUCOM Strategic Communications War Game that focused discussions on increasing capacity among communicators across the USEUCOM area of responsibility
- Facilitated the U.S. Navy/U.S. Marine Corps' Command Relationship War Game that focused on exploring various command relationships that could be used during amphibious operations
- Participated in developing the Cooperative Strategy for 21st Century Seapower for the Chief of Naval Operations
- Observer/Controller/Trainer of:
  - NATO Response Cell during AUSTERE CHALLENGE 16
  - FBI's Joint Operation Center (JOC) during Nuclear Weapons Accident Incident Exercise (NUWAIX) 09/ARDENT SENTRY 09
  - U.S. Forces-Japan's Bilateral JOC and Distribution and Deployment Operation Center (DDOC) during KEEN EDGE 2009 and 2010
  - U.S. European Command's European Plans and Operations Center (EPOC) and DDOC during FLEXIBLE RESPONSE 2008 and 2009

## U.S. Department of Defense Office of Inspector General

2012 – 2015

*The Department of Defense Inspector General is an independent, objective agency that provides oversight related to the programs and operations of the United States Department of Defense.*

### DOD Deputy Inspector General – Overseas Contingency Operations Military Advisor

2014 – 2015

- Senior military officer assisting the DOD Deputy IG as he advised the SECDEF on all DOD oversight and reports to Congress
- Engaged in all oversight matters regarding Operations ENDURING FREEDOM (Afghanistan), FREEDOM'S SENTINEL (Afghanistan), INHERENT RESOLVE (Counter-Islamic State of Iraq and Levant), and UNITED ASSISTANCE (Ebola)

### Marine Corps Representative

2012 – 2014

- Senior military officer in the Office of Special Plans and Operations (SPO), which provides assessment oversight that addresses priority national security objectives to facilitate informed, timely decision-making by senior leaders of the DOD and the U.S. Congress
- Led the effort to develop SPO's long-term strategy
- Co-led the development of DODIG's strategic plan, priority focus areas, and performance metrics
- Assisted the DODIG Chief of Staff draft the "Concept of Operations Plan for Lead Inspector General for Overseas Contingency Operation (LIG-OCO)" for the Departments of State and Defense and the U.S. Agency for International Development
- Led the development of the Division's strategy and training and education programs in the critical areas of logistics, medical operations, and security cooperation so as to allow inspectors to quickly "get up to speed" regarding the issues when they are tasked with commencing an inspection

## Marine Forces Reserve

2009 – 2012

*Marine Forces Reserve augments and reinforces the active component with trained units and individual Marines and consists of 100,000 Active and Reserve Marines and Sailors located at 160 Reserve Training Centers.*

### Chief of Staff, Vice Chief of Staff, and Deputy Commander

- Provided daily direction for the manning, equipping and training of the Active and Reserve Component Marines

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and Sailors in the organization

- Oversaw execution of the budget, which grew over \$100 million during this period to more than \$400 million
- Oversaw a large cross-functional team in executing all policies, instructions, requirements and plans on a wide range of issues, including personnel, operations, logistics, facilities, budget, infrastructure, systems, and quality of life
- Managed Marine Forces Reserve Force Units including 2 Civil Affairs Groups, 2 Air Naval Gunfire Liaison Companies, and the Intelligence Support Battalion (ISB). The Force Units have nearly 1,300 personnel and are located at 21 sites throughout the United States
- Served as the Combined Task Force Chief of Staff during USEUCOM's Exercise AUSTERE CHALLENGE 2010. Managed a fully integrated French-led CFACC and a CFLCC that included U.S., French, and Polish ground forces, which conducted combined/joint operations in response to multiple crises in the USEUCOM AOR including Foreign Humanitarian Assistance, Disaster Relief, Phase IV Stability operations, and kinetic operations
- Completed U.S. Joint Forces Staff College's Advanced Joint Professional Military Education Course
  - Joint Research Paper – “Specified TACON: Modernizing Command Relations during Amphibious Operations”

### **National Defense University**

**2007 – 2009**

#### **Senior International Affairs Analyst**

- Designed, developed, and conducted strategic-level games and exercises to provide experiential learning on issues of national security policy and strategy development and analysis
- Provided state-of-the-art political-military exercises for the Office of the Secretary of Defense (OSD), the Joint Staff, and the Combatant Commands of the Department of Defense
- Conducted crisis decision exercises for Congressional leadership on critical national security issues
- Assisted in developing the Reconstruction & Stabilization doctrine for the U.S. government through the Department of State's Office of the Coordinator of Reconstruction and Stabilization (S/CRS)
- Developed the Strategic Communication training exercises for the Near East and South Asia (NESA) Center's Executive Seminar
- Speaker at the Weapons of Mass Destruction Center's WMD Strategic War gaming Seminar
- Designed/facilitated the Joint Staff J-34 Antiterrorism/Force Protection Seminar tabletop exercise (TTX)

### **U.S. Marine Corps KC-130 Squadron**

**2005 – 2007**

*VMGR-452 is a United States Marine Corps KC-130T squadron tasked with providing air-to-air refueling and assault support, day or night under all weather conditions during expeditionary, joint, or combined operations.*

#### **Commanding Officer**

- Led a squadron consisting of over 20 officers and 300 enlisted personnel, assets valued at approximately \$600 million and a yearly operating budget of over \$17 million
- Established policies and procedures to affect high productivity and mission accomplishment, while maintaining a safe operating environment
- Squadron was awarded the 2006 Department of the Navy's Aviation Safety Excellence Award and the 2006 Commandant of the Marine Corps' Achievement in Safety Award

### **United States Joint Forces Command**

**2004 – 2005**

#### **Standing Joint Forces Headquarters Joint Planner**

- Deployed to Iraq to assist the Multi-National Force-Iraq Commanding General's Strategy Plans and Assessment Staff
- Integrated and coordinated all aspects of joint war-fighting and inter-agency capabilities in order to develop effective and coherent contingency and operational plans
- Established effective collaborative links with all military services, joint task force staffs, governmental and non- governmental agencies, and coalition/allied forces
- Provided strategic planning expertise to the U.S. Department of State as they developed a plan to reestablish the rule of law in Iraq
- Observer/Controller of U.S. Pacific Command's Operations Staff and the 24/7 Operations Center during TERMINAL FURY 05 in Hawaii

### **U.S. Marine Corps KC-130 Squadron**

**1994 – 2003**

#### **Intelligence Officer and Detachment Officer in Charge**

**2001 – 2003**

- Managed all intelligence related activities for three KC-130 squadrons deployed in support of Operation IRAQI FREEDOM

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- Led a six-plane detachment during Operation IRAQI FREEDOM
- Provided oversight, management, and direction to an intelligence staff that oversaw a 24/7 intelligence watch operation, with responsibility for collating, assessing, and prioritizing incident/event information
- Oversaw the development and dissemination of thousands of intelligence products during IRAQI FREEDOM

**Maintenance Officer and Detachment Officer in Charge** 1994 – 2001

- Supervised maintenance-related activities for a 300-member organization
- Led a two-plane detachment during Operation JOINT GUARDIAN in Kosovo

**U.S. Marine Corps Aviation Maintenance Squadron** 1993 – 1994

**Headquarters Commander and Operations Officer**

- Commanded all activities for a 200-member squadron

**U.S. Marine Corps Attack Squadrons** 1989 – 1992

**Operations Officer**

- Supervised all flight-related activities for a 210-member organization

**Aviation Training Command** 1986 – 1989

**Student Naval Aviator and A-6E Fleet Replacement Pilot**

- Selected twice to Commodore's List for academic excellence
- Selected as Student of the Month for Advanced Jet Training

### OTHER EXPERIENCE

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**Voi, Inc.** 2017 – 2024

*Voi is a behavioral healthcare technology company delivering empirically validated solutions that address the needs of those at risk for suicide and other behavioral health issues, as well as those who care for them.*

**Chief Executive Officer**

2021 - Present

- Develop a high performing managerial team
- Oversee all operations and business activities to ensure they produce the desired results and are consistent with the overall strategy and mission
- Led the development of two technology solutions that achieved the following:
  - U.S. Department of Veteran Affairs' Promise Award winner
  - Gold Medal winner of MassChallenge 2021
  - Chosen by U.S. Air Force as a showcase well-being technology

**Chief Operating Officer**

2017 - 2021

- Design and implement business strategies, plans and procedures
- Set comprehensive goals for performance and growth
- Establish policies that promote company culture and vision
- Oversee daily operations of the company and the work of executives (IT, Marketing, Sales, Finance etc.)

**Dartmouth-Hitchcock's Population Health Collaboratory** 2015 – 2016

*The Collaboratory harnessed the unique capabilities of Dartmouth researchers and the Dartmouth Hitchcock academic health system to unlock innovative mechanisms for achieving better health outcomes per dollar spent.*

**Director of Strategy, Operations, Finance, and Innovation**

- Managed the overall daily operations of the Center; directed the development, implementation, management and assessment of policies, protocol, and priorities
- Created an innovation and research center for a large healthcare system

**The Dartmouth Institute, Dartmouth College** 2011 – 2013

*The Dartmouth Institute for Health Policy and Clinical Practice is dedicated to improving health care through education, research, policy reform, leadership improvement, and communication with patients and the public.*

**Associate Director**

- Supported the Dean of the Geisel School of Medicine and institute leadership with strategic planning and execution and acted as principal advisor within the senior leadership group
- Managed over 200 personnel, infrastructure, and a \$34 million budget

**Vermont Attorney General's Office** 1999 – 2006

**Assistant Attorney General**

- Represented/defended the State of Vermont against all civil lawsuits brought in federal and state courts

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## Vermont Supreme Court

1997 – 1998

### Judicial Law Clerk

- Served as a law clerk to two Supreme Court justices

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## JOINT QUALIFICATIONS

- Joint Qualifications Level - 2
- JPME Complete
- Joint Experience Points - 32

## MAJOR MILITARY OPERATIONS/EXERCISES

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Juniper Cobra (2018)	Enduring Freedom (2014)	Terminal Fury (2004)
Juniper Falcon (2017)	Austere Challenge (2010)	Southern Watch (2003)
Austere Challenge (2016)	Keen Edge (2009, 2010)	Joint Guardian (2002)
Arctic Zephyr (2015)	Ardent Sentry NUWAIK (2009)	Battle Griffin (1996)
Blue Flag (2015)	Flexible Response (2008)	Desert Storm (1991)
Flexible Leader (2015, 2013, 2011)	Flexible Resolve (2007)	Desert Shield (1990-1991)
Frontier Sentinel (2015)	Noble Resolve (2007)	Cope Thunder (1989, 1990)
United Assistance (2014)	Northern Edge (2007)	Team Spirit (1990)
Inherent Resolve (2014)	Iraqi Freedom (2003, 2005)	

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## MILITARY EDUCATION AND TRAINING

### Professional Military Education

- Advanced Joint Professional Military Education (JPME 2)
- U.S. Naval War College (Senior Course) (JPME 1)
- U.S. Marine Corps Command and Staff College (JPME 1)
- U.S. Marine Corps Amphibious Warfare School
- U.S. Marine Corps Basic School

### MOS Education

- Joint Inspector General Course
- MAWTS-1 Senior Watch Officer Course

- USMC Commanders Course

- Senior Officer Legal Course
- MAGTF Intelligence Officer Course
- Aviation Maintenance School
- Nuclear, Biological, Chemical Defense Officer School

### Homeland Security/ Defense Training

- U.S. Army North's Defense Support of Civil Authorities Phase I
- U.S. Army North's Emergency Preparedness Liaison Officer

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## SELECTION OF PERSONAL AWARDS

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Defense Superior Service Medal	Navy Unit Citation	Korean Defense Medal Armed
Legion of Merit	Meritorious Unit Citation (4)	Forces Service Medal
Defense Merit. Service Medal	SMCR Medal (5)	Humanitarian Service Medal Sea
Meritorious Service Medal	National Defense Medal (2)	Service Deployment (4)
Air Medal (w/ Combat V) (3)	Armed Forces Exped. Medal	Armed Forces Reserve Medal (5)
Air Medal – Strike/Flight (11)	Southwest Asia Service Medal	NATO Kosovo Medal
N/MC Commend. Medal (3)	Kosovo Campaign Medal	NATO Afghanistan Medal
Joint Service Achievement Medal	Afghanistan Campaign Medal	Kuwait Liberation Medal (Saudi Arabia)
N/MC Achievement Medal	Iraq Campaign Medal	Kuwait Liberation Medal (Kuwait)
Presidential Unit Citation	GWOT Expeditionary Medal	
Joint Merit. Unit Award (4)	GWOT Service Medal	