



## HOW TO APPLY

### *Direct Hire Authority for Scientific and Engineering Professionals with Bachelor or Advanced Degrees*

The U.S. Army Combat Capabilities Development Command Aviation and Missile Center (DEVCOM AvMC) seeks qualified professionals with bachelor or advanced degrees who are willing to accept the reward of challenging scientific and engineering positions. Position's locations may include Redstone Arsenal, Alabama; Fort Eustis, Virginia; Moffett Field, California; Corpus Christi, Texas and Colorado Springs, Colorado.

Interested candidates with a Bachelor or higher degree in Aerospace Engineering, Architecture, Ceramics Engineering, Chemical Engineering, Chemistry, Civil Engineering, Computer Engineering, Computer Science, Electrical Engineering, Electronics Engineering, Environmental Engineering, General Engineering, General Physical Science, Industrial Engineering, Mathematical Statistician, Mathematics, Materials Engineering, Mechanical Engineering, Metallurgy, Operations Research, Physics, Psychology, and Safety Engineering should forward their application material to [usarmy.redstone.devcom-avmc.mbx.human\\_resources@army.mil](mailto:usarmy.redstone.devcom-avmc.mbx.human_resources@army.mil). Applicants should state their name, degree level and degree major in the subject line of the email, as well as attach their resume (please ensure a detailed description of duties accomplished is stated in your work experience & the start and end dates of employment are in the MM/DD/YYYY format) and unofficial transcripts. Veterans must include a copy of their DD-214. Redact Social Security numbers from all documentation. If you are eligible for 10-point veterans' preference, attach an SF-15 (Application for 10-point Veterans' Preference) plus proof required by that form, i.e. letter from the VA stating percentage of disability. Applicant should also state in the body of the email the geographic locations for which applying. Applications will be kept on file for 3 months. All applications and supporting documentation become the property of the Department of the Army and will not be returned once submitted.

This notice may be used to fill anticipated permanent or renewable term vacancies with a full-time or part-time work schedule at various locations. Renewable term appointments may be extended without further announcement. A renewable term appointment may be noncompetitively converted to a career appointment.

Qualified candidates must meet the minimum standards for the position as defined in OPM's operating manual, "Qualification Standards for General Schedule Positions," <http://www.opm.gov/qualifications/standards/group-stds/gs-prof.asp>; or the laboratory's demonstration project qualification standards specific to the position to be filled; possess a Bachelor's or Master's or higher degree from an accredited college or university in a field of scientific or engineering study directly related to the position for which applying; and meet any selective placement factor identified for the position to be filled. Salary is set commensurate with selectee's background, experience, and other considerations.

The Defense Acquisition Workforce Improvement Act (DAWIA) of 1990, P.L. 101-510, Title XII, imposed qualification requirements for certain acquisition positions. DAWIA was enacted to improve the effectiveness of the acquisition workforce by establishing minimum qualification standards for each acquisition stall. The Department of Defense implemented DAWIA by establishing a certification process. Each Acquisition, Technology, and Logistics (AT&L) Career Category/Functional Area requires specific education, training, and experience as well as defines the certification process for each Career Category/Functional Area. Candidates must be able to meet mandatory education, training, and experience requirements of the Career Level Certification assigned to the position to which they are appointed. The Foundational Career Level Certification or Contracting Professional Certification must be met within 3 years. The Practitioner Career Level Certification must be met within 5 years. The Advanced Career Level Certification must be met within 4 years. These requirements are in addition to the qualification requirements established by OPM. Career Level Certification requirements are determined by the level of responsibility of the job, and whether the job requires Foundational, Practitioner, or Advanced experience and training. More information regarding the Acquisition Professional Development Program (APDP) can be found at <http://asc.army.mil/web/>.

#### CONDITIONS OF EMPLOYMENT:

- U.S. Citizenship Required
- Must obtain and maintain a Secret Security clearance
- Most positions are covered under DAWIA and require additional education, training, and experience. If you possess DAWIA Certification, please indicate your Certification Level and Career Field/Functional Area information in your resume.
- Some DAWIA positions may be designated as Critical Acquisition Positions (CAPs). The selectee must sign a three-year tenure agreement prior to assuming the position.
- Candidates not certified may still apply and be selected for DAWIA positions but must achieve certification within the following timeframes after appointment: Foundational Career Level Certification or Contracting Professional Certification must be met within 3 years. Practitioner Career Level Certification must be met within 5 years. The Advanced Career Level Certification must be met within 4 years.
- Employee is expected to meet Continuing Acquisition Education requirements for positions coded for acquisition.
- Employees must maintain current certifications.
- This position may be a drug testing designated position. The incumbent is subject to pre-employment drug testing as a condition of employment, and participation in random drug testing.
- The work may require the employee to occasionally travel away from the normal duty station via military or commercial aircraft.

- Employee may be required to work other than normal duty hours, which may include evenings, weekends, and/or holidays.
- The selectee may be required to complete a Confidential Financial Disclosure Report (OGE 450), prior to entering on duty and annually thereafter.
- For supervisory positions, a 1-year supervisory probationary period is required.
- A 2-year probationary period is required for permanent positions.

#### EQUAL EMPLOYMENT OPPORTUNITY

All qualified candidates will receive consideration without regard to race, color, religion, sex, national origin, age, disability, marital status, political affiliation, sexual orientation, or any other non-merit factor.