

Job Title: General Engineer**Department:** Department Of Defense**Agency:** Office of the Secretary of Defense**Sub Agency:** OUSD(AT&L)/DDR&E/Director, Systems Engineering**Job Announcement Number:** OSD-10-9293-DE**Salary Range:** 98,798.00 - 163,275.00 USD /year**Series & Grade:** YD-0801-03/03**Promotion Potential:** 03**Open Period:** Thursday, May 27, 2010 to Friday, June 11, 2010**Position Information:** This is a full-time position.

This is a permanent appointment.

Duty Locations: 1 vacancy - Arlington, VA**Who May Be Considered:** This is an NSPS position open to all U.S. Citizens. This announcement combines a merit promotion and a competitive announcement in one announcement. Status candidates will be considered under merit promotion procedures. Non-status candidates and VEOA eligibles will be considered under competitive procedures.

ICTAP Eligibles

Military Spouse Preference Eligibles

Job Summary:

The Office of the Secretary of Defense (OSD) is the principal staff element of the Secretary of Defense in the exercise of policy development, planning, resource management and program evaluation responsibilities. OSD includes the offices of the Secretary and Deputy Secretary of Defense, Under Secretaries of Defense, Deputy Chief Management Officer, Director of Defense Research and Engineering, Assistant Secretaries of Defense, General Counsel, Director of Operational Test and Evaluation, Assistants to the Secretary of Defense and Director of Administration and Management.

The Office of the Director Defense Research and Engineering, Systems Engineering (SE) Directorate is responsible for developing policies and practices to enhance the awareness and importance of good systems engineering within the Department of Defense (DoD). SE is responsible for setting policy for systems engineering best practices and implementation. The Director, SE is the integrating focal point for systems engineering policies and practices within the Department.

- This a drug testing designated position.
- Selectee must be able to obtain and maintain a TOP SECRET/SCI security Clearance.
- TDY is required in continental U.S. (CONUS) and outside CONUS.

- **THIS IS A CRITICAL ACQUISITION POSITION, DAWIA LEVEL III IN SYSTEMS PLANNING, RESEARCH, DEVELOPMENT, AND ENGINEERING.** *In accordance with the Defense Acquisition Workforce Improvement Act, the selectee is required to sign a critical acquisition position service agreement to remain assigned to the position for three years.*

This position is covered by the National Security Personnel System (NSPS). NSPS is a pay for performance system using pay bands with salary ranges. For more information on NSPS, please visit the website at <http://www.cpmosd.mil/nsps/index.html>

Filling of this position is subject to the provision of the DoD Priority Placement Program.

Key Requirements:

- Selection for this position is contingent upon proof of U.S. citizenship.
- Permanent change of station funds **may** be authorized.
- This position has a basic education requirement.
- THIS POSITION REQUIRES A TOP SECRET/SCI CLEARANCE.

Major Duties:

- Supports the Director, Mission Assurance (DMA), the Reliability and Maintainability Lead. Coordinates, plans, manages and executes Reliability, Maintainability and Supportability Engineering activities.
- Develops reports to Congress and responds to Congressional inquiries on Reliability, Maintainability and Supportability.
- Coordinates with Industry, OSD, agencies, academia, and other SE organizations on matters that relate to Reliability and Maintainability assessments.
- Develops human capital plans for the Reliability and Maintainability Engineering workforce.
- Develops action plans to resolve Reliability, Maintainability and Supportability capability gaps.
- Conducts Joint Reliability and Maintainability Steering Committee meetings.
- Supports Program Support Reviews (PSRs) in the capability of Reliability, Maintainability and Supportability Subject matter expert (SME).
- Synthesizes large volumes of contrasting data related to Reliability, Maintainability and Supportability to draw key critical conclusions and formulate actionable recommendations.
- Briefs senior acquisition leaders in support of the decision making process.

Qualifications:

You must possess 52 weeks of specialized experience at a level of difficulty and responsibility equivalent to the next lower grade level or pay band that has equipped you with the necessary knowledge, skills and abilities to perform successfully the duties of the position shown above. The creditable specialized experience is:

Experience setting policy for system engineering and briefing management on assessments and findings.

IN ADDITION TO THE SPECIALIZED EXPERIENCE, YOU MUST ALSO MEET A BASIC REQUIREMENT. THE BASIC REQUIREMENT FOR THIS POSITION IS:

1. Degree: professional engineering. To be acceptable, the curriculum must: (1) be in a school of engineering with at least one curriculum accredited by the Accreditation Board for Engineering and Technology (ABET) as a professional engineering curriculum; or (2) include differential and integral calculus and courses (more advanced than first-year physics and chemistry) in five of the following seven areas of engineering science or physics: (a) statics, dynamics; (b) strength of materials

(stress-strain relationships); (c) fluid mechanics, hydraulics; (d) thermodynamics; (e) electrical fields and circuits; (f) nature and properties of materials (relating particle and aggregate structure to properties); and (g) any other comparable area of fundamental engineering science or physics, such as optics, heat transfer, soil mechanics, or electronics.

OR

2. Combination of education and experience -- college-level education, training, and/or technical experience that furnished (1) a thorough knowledge of the physical and mathematical sciences underlying professional engineering, and (2) a good understanding, both theoretical and practical, of the engineering sciences and techniques and their applications to one of the branches of engineering. The adequacy of such background must be demonstrated by one of the following:
 - a. *Professional registration* -- Current registration as a professional engineer by any State, the District of Columbia, Guam, or Puerto Rico. Absent other means of qualifying under this standard, those applicants who achieved such registration by means other than written test (e.g., State grandfather or eminence provisions) are eligible only for positions that are within or closely related to the specialty field of their registration. For example, an applicant who attains registration through a State Board's eminence provision as a manufacturing engineer typically would be rated eligible only for manufacturing engineering positions.
 - b. *Written Test* -- Evidence of having successfully passed the Engineer-in-Training (EIT) examination, or the written test required for professional registration, which is administered by the Boards of Engineering Examiners in the various States, the District of Columbia, Guam, and Puerto Rico.

Applicants who have passed the EIT examination and have completed all the requirements for either (a) a bachelor's degree in engineering technology (BET) from an accredited college of university that included 60 semester hours of courses in the physical, mathematical, and engineering sciences, or (b) a BET from a program accredited by the Accreditation Board for Engineering and Technology (ABET) may be rated eligible for certain engineering positions at GS-5. Eligibility is limited to positions that are within or closely related to the specialty field of the engineering technology program. Applicants for positions that involve highly technical research, development, or similar functions requiring an advanced level of competence in basic science must meet the basic requirements in paragraph A.

Because of the diversity in kind and quality of BET programs, graduates of other BET programs are required to complete at least 1 year of additional education or highly technical work experience of such nature as to provide reasonable assurance of the possession of the knowledge, skills, and abilities required for professional engineering competence. The adequacy of this background must be demonstrated by passing the EIT examination.

- c. *Specified academic courses* -- Successful completion of at least 60 semester hours of courses in the physical, mathematical, and engineering sciences and in engineering that included the courses specified in the basic requirements. The courses must be fully acceptable toward meeting the requirements of a professional engineering curriculum as described in paragraph A.
 - d. *Related curriculum* -- Successful completion of a curriculum leading to a bachelor's degree in engineering technology or in an appropriate professional field, e.g., physics, chemistry, architecture, computer science, mathematics, hydrology, or geology, may be accepted in lieu of a degree in engineering, provided the applicant has had at least 1 year of professional engineering experience acquired under professional engineering supervision and guidance. Ordinarily there should be either an established plan of intensive training to develop professional engineering competence, or several years of prior professional engineering-type experience, e.g., in interdisciplinary positions. (The above examples of

related curricula are not all-inclusive.)

Foreign education must be evaluated for U.S. equivalency in order to be considered for this position. For additional information on recognized education, please go to the following website:
<http://www.ed.gov/admins/finaid/accred/index.html>.)

Knowledges, skills, and abilities that are needed to perform the duties of this position are:

1. Knowledge of DoD acquisition directives and regulations.
2. Knowledge of system engineering and technical disciplines including technical risk management reliability and maintainability;(design for manufacturing and production; quality; software engineering; modeling and simulation; configuration and data management and value engineering).
3. Knowledge of weapons development/acquisition and support process with emphasis on systems engineering.
4. Skill in systems acquisition oversight and program management.
5. Ability to communicate orally.
6. Ability to communicate in writing.

- This position may be filled through means other than the competitive promotion process. This may include reassignments or repromotion of qualified eligibles.
- Selection for this position is subject to restrictions resulting from Department of Defense Referral System for Displaced Employees.
- Male applicants born after December 31, 1959, are required to complete a Pre-Employment Certification Statement for Selective Service Registration prior to appointment. Failure to comply may be grounds for withdrawal of an offer of employment, or dismissal after appointment.
- If selected for Federal employment, you will be required to complete a "Declaration of Federal Employment," (OF-306), prior to being appointed to determine your suitability for Federal employment and to authorize a background investigation.
- **ALL RESUMES MUST INCLUDE RESPONSES TO SUPPLEMENTAL QUESTIONS AS PROVIDED IN THE HRSC CIVILIAN JOB KIT OR THE RESUME WILL BE REJECTED.**
- If you are selected for this position you will be required to provide documentation verifying your eligibility/status.
- The Department of Defense (DoD) policy on employment of annuitants issued March 18, 2004 will be used in determining eligibility of annuitants. Frequently Asked Questions about the DoD policy is available on http://www.cpms.osd.mil/fas/staffing/pdf/faq_annuitants.pdf
- Former Federal employees who return to work for the government after receiving Voluntary Separation Incentive Pay (VSIP) are normally required to repay an amount equal to the VSIP amount received, including Federal taxes that were withheld. This requirement remains in effect for five years after separation. Upon acceptance of a tentative offer, submission of a copy of the separation SF-50 will be required.
- In accordance with section 9902(h) of title 5, United States Code, annuitants reemployed in the Department of Defense shall receive full annuity and salary upon appointment. They shall not be eligible for retirement contributions, participation in the Thrift Savings Plan, or a supplemental or redetermined annuity for the reemployment period. Discontinued service retirement annuitants (i.e., retired under section 8336(d)(1) or 8414(b)(1)(A) of title 5, United States Code) appointed to the Department of Defense may elect to be subject to retirement provisions of the new appointment as appropriate. (See DoD Instruction 1400.25, Volume 300, at <http://www.dtic.mil/whs/directives>)
- This position MAY be filled through military spouse preference (MSP) procedures. Vacancy announcement will indicate if MSP applications are being accepted. If so and you wish to claim military spouse preference, please refer to the Required Documents section of this vacancy announcement for more info.
- You can apply for a non-competitive appointment if you meet the basic eligibility requirements and you are eligible for special appointment such as those authorized for the severely disabled; 30% disabled veterans; military spouse preference; returned volunteers from the Peace Corps or Vista, etc. Please indicate the type of special appointment you are seeking, if any, on your resume and

follow all other instructions for applying shown in this announcement. You MUST provide supporting documents in order to receive consideration. For additional information on non-competitive appointing authorities, click here <http://www.opm.gov/employ/html/sroa2.asp>

All qualification requirements must be met by the closing date of the announcement.

- Upon reporting, and on an annual basis thereafter, the selectee may be required to file one or more financial statements and/or a procurement integrity certification. These certifications may be subject to public disclosure.

This position is designated special sensitive as defined in DoD 5200.2-R and therefore requires that a personnel security investigation be adjudicated for security eligibility on a pre-appointment basis. This requirement may take 120 days or longer to process.

- This position is subject to the DoD Drug Free Workplace Program. The selectee must test negative for the presence of illegal drugs before placement in the position, and will be subject to random drug testing thereafter. If a determination of the use of illegal drugs is confirmed in this position or other testing designated positions in OSD or WHS, non-selection or disciplinary action, up to and including removal from Federal service, may result. All tentative selectees for this position will be required to undergo a urinalysis test to screen for illegal drug use prior to appointment and periodically thereafter.
- A favorable suitability determination, as well as a favorable security clearance adjudication, are required before appointment. Misconduct in prior employment; criminal or dishonest conduct, abuse of intoxicating beverages, improper use of narcotics, drugs or other controlled substances, actions that create a reasonable doubt of loyalty to the United States, and financial issues such as excessive indebtedness, recurring financial difficulties, unexplained affluence, are all examples of issues that may lead to an unfavorable suitability determination or denial of a security clearance, and which would then be cause for withholding or rescinding an offer of employment. Suitability and clearance decisions may take 90 days or longer to process. The regulation governing suitability for Federal employment is at Title 5, Code of Federal Regulations (CFR), part 731, and DoD's Personnel Security Regulation can be found at Title 10, CFR part 154
- Applicants must be eligible for a TOP SECRET clearance and access to Sensitive Compartmented Information (SCI).
- Management may set the salary at any level within the parameters of the pay band.

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- TDY is required in continental U.S. (CONUS) and outside CONUS to perform protective security details (PSD)

How You Will Be Evaluated:

Resumes will be rated by an automated system (Resumix) that matches the skills extracted from your resume to the skills identified through a documented job analysis. Candidates should refer to the Human Resources Service Center (HRSC) Civilian Job Kit:

<http://www.whs.mil/HRD/Apply/HowToGuide/JobKitRevision.cfm> for assistance in developing a complete resume as HRSC will not accept separate KSA statements.

Your numerical score will be based on how the information in your resume describes the level of your training, experience, and education.

Benefits:

The Department of Defense offers excellent benefits programs some of which may include:

- Comprehensive health and life insurance
- Competitive salaries
- Generous retirement programs
- Paid holidays, sick leave, and vacation time
- Flexible work environment and alternate work schedules
- Paid employment related training and education
- Possible student loan repayment
- Payment of licenses, certification, and academic degrees as applicable
- Bonuses, incentives, and awards as appropriate for the job.

E-Verify-WHS uses E-Verify to validate all newly-hired applicants' ability to work legally in the United States. For more information on E-Verify, please follow this link:

<http://www.uscis.gov/files/natedocuments/e-ver-employee-rights.pdf>

How To Apply:

ALL APPLICANTS ARE ENCOURAGED TO SUBMIT THEIR RESUME AND SUPPLEMENTAL INFORMATION THROUGH OUR ON-LINE RESUME BUILDER. Applications submitted through electronic means must be received by midnight, eastern time, of the closing date. Mailed applications must be received by close-of-business of the closing date of the announcement.

Mailed resumes and all required supporting documentation must be sent to:

Resume
Washington Headquarters Services
Human Resource Services Center
2521 Clark Street, Suite 4000
Arlington, VA 22202

Current or former displaced employees applying for this vacancy who are eligible for consideration under the Interagency Career Transition Assistance Plan (ICTAP) must submit proof of eligibility, as described in this vacancy announcement, to receive priority consideration for those vacancies within their commuting area for which they are well-qualified.

Required Documents:

- You must submit an unofficial or official transcript OR a list of courses with grades and semester/quarter hours if you are qualifying based on education or to confirm that you meet the basic qualification requirements for this position. This information must be received by the closing date of this announcement or a determination as to your qualifications will be made without this information.

You must submit a resume as detailed in the HRSC Civilian Job Kit at

<http://www.whs.mil/HRD/Apply/HowToGuide/JobKitRevision.cfm>.

If you are claiming 10-point veterans preference, you are required to submit a DD-214, Standard Form 15, VA Civil Service Preference letter and the required proof of entitlement at the time of application. If this documentation is not submitted, you will be granted 5 point preference if eligible. A copy of your DD-214 showing discharge status or proof of preference must be submitted before a tentative job offer will be extended. Additional information on veterans preference is available in the VetGuide which can be found at: <http://www.opm.gov/veterans>

If you are claiming special priority selection rights under the Interagency Career Transition Assistance Program (ICTAP), you must provide supporting documentation with your resume. This includes a copy

of the agency notice, your most recent performance rating, and your most recent SF-50 noting current position, grade level, and duty location. Additionally, you must be considered well-qualified by earning a minimum score of 80. For more information on ICTAP eligibility requirements, please visit

<http://www.opm.gov/deu/>

If claiming Military Spouse Preference, mail or fax the following required documentation by the closing date of the announcement. You may apply one of three ways: (1) PCS: Copy of the sponsor's PCS orders showing the spouse as an authorized dependent; Date of marriage to the military sponsor; AND Statement that spouse preference is requested and has not previously been used to obtain a position in the commuting area. (2) 100% disability of spouse: DD-214 or letter from service providing proof of service member's release or discharge from active duty due to service-connected disability; documentation of service member's 100% disability; AND proof of marriage to service member. (3) Deceased service member: proof of service member's death while on active duty AND proof of marriage to service member.

Contact Information:

Human Resources Directorate
Phone: 703-604-6219
TDD: 703-601-2310

Agency Information:
Washington Headquarters Services
2521 South Clark Street
WHS Suite 4000
Arlington, VA 22202

What To Expect Next:

Once this announcement closes, candidates will be evaluated using an automated system, (Resumix) which compares your skills and experience as described in your resume with the requirements of the position. If you are found to be a highly qualified candidate, you will be referred to the selecting official for further consideration. (In some cases, individuals with priority for special consideration must be considered and selected before other candidates.) Whether or not you are contacted for an interview depends upon the judgment of the selecting official.

EEO Policy Statement: <http://www.usajobs.gov/eeo>

Reasonable Accommodation Policy Statement: <http://www.usajobs.gov/raps>

Veterans Information: <http://www.usajobs.gov/vi>

Legal and Regulatory Guidance: <http://www.usajobs.gov/lrg>

Control Number: 1889617