

# Civil Engineer (Recent Graduate)

DEPARTMENT OF THE ARMY

U.S. Army Corps of Engineers

South Pacific Division

## Summary

**About the Position:** This is a developmental position providing training designed to lead to a full performance position in Civil Engineering. The Civil Works Program encompasses the full spectrum of projects associated with the development of regional and local Flood Control, Navigation, Water Supply, Environmental Restoration and Enhancement, and Recreation.

This position is being filled under the Direct Hire Authority for Post-Secondary Students and Recent Graduates.

## Overview

Accepting applications

### Open & closing dates

🕒 11/22/2022 to 11/28/2022

### Salary

\$40,407 - \$71,441 per year

See 'Additional Information' section for further information on salary ranges.

### Pay scale & grade

GS 5 - 7

### Locations

Few vacancies in the following locations:

- 📍 Los Angeles, CA
- 📍 Sacramento, CA
- 📍 San Francisco, CA
- 📍 Albuquerque, NM

### Remote job

No

### Telework eligible

Yes—as determined by the agency policy.

**Travel Required**

Occasional travel - You may be expected to travel for this position.

**Relocation expenses reimbursed**

No

**Appointment type**

Permanent -

**Work schedule**

Full-time -

**Service**

Competitive

**Promotion potential**

11

**Job family (Series)**

[0810 Civil Engineering](#)

[\(/Search/Results?j=0810\)](/Search/Results?j=0810)

**Supervisory status**

No

**Security clearance**

[Not Required](#)

[\(/Help/faq/job-announcement/security-clearances/\)](/Help/faq/job-announcement/security-clearances/)

**Drug test**

No

**Position sensitivity and risk**

[Non-sensitive \(NS\)/Low Risk](#)

[\(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

**Trust determination process**

[Suitability/Fitness](#)

[\(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

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**Announcement number**

WTKC220246807141HS

**Control number**

690477400

# This job is open to

**[Recent graduates](#)**



Individuals who have graduated from an accredited educational institute or certificate program within the last 2 years or 6 years for Veterans.

## Clarification from the agency

See "Who May Apply" in the "Qualifications" section for more information on who is eligible to apply for this position.

## Duties

- Assists higher graded professional in accomplishing both field and office work assignments, i.e., design and construction on civil works projects and military projects.
- Compiles data, makes structural drawings, performs basic computations for studies and designs, and writes technical portions of plans and specifications.
- Performs assignments that are developmental to full performance work that will involve creating designs for civil engineering projects, reviewing documents prepared by architect-engineering firms, and providing construction support.

## Requirements

### Conditions of Employment

- A trial or probationary period may be required in accordance with agency policy.
- This position requires a valid state driver's license.
- This position has a Temporary Duty (TDY) or business travel requirement of 10% of the time.
- As part of the training program the incumbent may perform field and site inspections and surveys which may expose the incumbent to weather conditions, rugged and rocky field terrain, construction site hazards, and hazardous plants and animals.
- The incumbent may be required to wear protective gear and clothing.

### Qualifications

**Who May Apply:** To be eligible for consideration you must meet the definition of recent graduate as defined below:

Recent Graduate: A person who was awarded a degree by an institution of higher education not more than two years before the date of the appointment of the applicant. Exception: For a person who has completed a period of obligated service in a uniformed service of more than four years, the degree may be awarded by an institution of higher education not more than four years before the date of the appointment of the applicant.

In order to qualify, you must meet the education and experience requirements described below, OR you must expect to meet such requirements within 9 months of application. Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community; student; social).

You will receive credit for all qualifying experience, including volunteer experience. Your resume must clearly describe your relevant education and experience.

Additional information about transcripts is [in this document](https://acpol2.army.mil/chra_dodea/Transcripts.pdf) ([https://acpol2.army.mil/chra\\_dodea/Transcripts.pdf](https://acpol2.army.mil/chra_dodea/Transcripts.pdf)).

Basic Requirement for Civil Engineer

A. Degree: Bachelor's degree (or higher degree) in engineering. To be acceptable, the program must: (1) lead to a bachelor's degree (or higher degree) in a school of engineering with at least one program accredited by the Accreditation Board for Engineering and Technology (ABET); 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

B. 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 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:

1. Professional registration or licensure - Current registration as an Engineer Intern (EI), Engineer in Training (EIT), or licensure as a Professional Engineer (PE) 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.

2. Written Test - Evidence of having successfully passed the Fundamentals of Engineering (FE) examination, or any other written test required for professional registration, by an engineering licensure board in the various States, the District of Columbia, Guam, or Puerto Rico.

3. Specified academic courses - Successful completion of at least 60 semester hours of courses in the physical, mathematical, and engineering sciences and that included the courses specified in A above. The courses must be fully acceptable toward meeting the requirements of an engineering program.

4. Related curriculum - Successful completion of a curriculum leading to a bachelor's degree in an appropriate scientific field, e.g., engineering technology, 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.

In addition to meeting the basic requirement above, to qualify for this position you must also meet the qualification requirements listed below:

For the GS-05 level: Meeting or exceeding the basic education requirements described above is qualifying at the GS-05 level.

For the GS-07 level: One year of specialized experience equivalent to the GS-05 grade level in the Federal service which includes performing civil engineering design work such as making basic computations for engineering designs and writing technical portions of engineering specifications. This definition of specialized experience is typical of work performed at the second lower grade/level position in the federal service (GS-05).

OR

Education: One full year of graduate level education in a field which demonstrates the knowledge, skills, and abilities necessary to do the work of the position, such as: Civil Engineering.

OR

Superior Academic Achievement. In order to be creditable under this provision, Superior Academic Achievement must have been gained in a curriculum that is qualifying for the position to be filled, such as that identified in Education above. Superior Academic Achievement is based on:

(1) Class Standing - Applicants must be in the upper third of the graduating class in the college, university, or major subdivision, such as the College of Liberal Arts or the School of Business Administration, based on completed courses;

OR

(2) Grade-Point Average (G.P.A.) - Applicants must have a grade-point average of either (a) 3.0 or higher out of a possible 4.0 ("B" or better) as recorded on your official transcript, or as computed based on 4 years of education, or as computed based on courses completed during the final 2 years of the curriculum; or (b) 3.5 or higher out of a possible 4.0 ("B+" or better) based on the average of the required courses completed in the major field or the required courses in the major field completed during the final 2 years of the curriculum.;

OR

(3) Honor Society Membership - Applicants may be considered eligible based on membership in one of the approved national scholastic honor societies listed by the Association of College Honor Societies (<https://www.achsnaatl.org/>).

OR

Combination of Education and Experience: A combination of education and experience may be used to qualify for this position as long as the computed percentage of the requirements is at least 100%. To compute the percentage of the requirements, divide your total months of experience by 12. Then divide the total number of completed graduate semester hours (or equivalent) by 18. Add the two percentages.

## Education

FOREIGN EDUCATION: If you are using education completed in foreign colleges or universities to meet the qualification requirements, you must show the education credentials have been evaluated by a private organization that specializes in interpretation of foreign education programs and such education has been deemed equivalent to that gained in an accredited U.S. education program; or full credit has been given for the courses at a U.S. accredited college or university. For further information, visit: <http://www.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html> (<http://www.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html>).

## Additional information

- Male applicants born after December 31, 1959, must complete a Pre-Employment Certification Statement for Selective Service Registration.
- You will be required to provide proof of U.S. Citizenship.
- Direct deposit of pay is required.
- This is a Career Program (CP) 18 - Engineers and Scientists position.
- Multiple positions may be filled from this announcement.
- Salary includes applicable locality pay or Local Market Supplement.
- If you are unable to apply online or need to fax a document you do not have in electronic form, view the following link for information regarding an [Alternate Application](https://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) ([https://help.usastaffing.gov/Apply/index.php?title=Alternate\\_Application\\_Information](https://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information)).
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- Payment of Permanent Change of Station (PCS) costs is not authorized, based on a determination that a PCS move is not in the Government interest.
- Recent Graduates will be appointed to a permanent, career or career-conditional appointment in the competitive service.
- May be selected at either the GS-05 or the GS-07 level with non-competitive promotion potential through the GS-09 to the target GS-11 grade. Non-competitive promotion potential to the target grade is based on time-in-grade requirements and demonstrated ability to perform the higher graded duties.
- Information may be requested regarding the vaccination status of selectees for the purposes of implementing workplace safety protocols. For more information, visit <https://www.saferfederalworkforce.gov/faq/vaccinations/> (<https://www.saferfederalworkforce.gov/faq/vaccinations/>).
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- <https://www.saferfederalworkforce.gov/faq/vaccinations/>

- Albuquerque, NM: Starting salary for GS-05 is \$40,407; Starting salary for GS-07 is \$50,050; The salary range for the target GS-11 is \$66,750 - \$86,770
- Los Angeles, CA: Starting salary for GS-05 is \$48,695; Starting salary for GS-07 is \$57,748; The salary range for the target GS-11 is \$76,135 - \$98,970
- Sacramento, CA: Starting salary for GS-05 is \$40,407; Starting salary for GS-07 is \$50,050; The salary range for the target GS-11 is \$72,539 - \$94,296
- San Francisco, CA: Starting salary for GS-05 is \$44,368; Starting salary for GS-07 is \$54,959; The salary range for the target GS-11 is \$81,338 - 105,733
- The 0810 is on a special salary rate table for grades 05-09.

## Benefits

A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. [Learn more about federal benefits](#)

(<https://www.usajobs.gov/Help/working-in-government/benefits/>).

[Review our benefits](#)

(<https://www.usajobs.gov/Help/working-in-government/>).

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered.

## How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

Once the announcement has closed, a review of [your application package](#) (resume, supporting documents, and responses to the questionnaire) will be used to determine whether you meet the qualification requirements listed on this announcement. If, after reviewing your résumé and/or supporting documentation, a determination is made that you have inflated your qualifications and/or experience, you may lose consideration for this position. Please follow all instructions carefully when applying, errors or omissions may affect your eligibility.

You should list any relevant performance appraisals and incentive awards in your resume as that information may be taken into consideration during the selection process. If selected, you may be required to provide supporting documentation.

Veterans and Military Spouses will be considered along with all other candidates.

## Required Documents

The documents you are required to submit vary based on whether or not you are eligible for preference in federal employment. A complete description of preference categories and the associated required documents is in the [Applicant Checklist \(External\)](#). ([https://acpol2.army.mil/chra\\_dodea/App\\_CK\\_list\\_external\\_1APR2019.pdf](https://acpol2.army.mil/chra_dodea/App_CK_list_external_1APR2019.pdf)).

As described above, your complete application includes your resume, your responses to the online questionnaire, and documents which prove your eligibility to apply. **If you fail to provide these documents, you will be marked as having an incomplete application package and you will not be considered any further.**

### 1. Your resume:

- Your resume may be submitted in any format and must support the specialized experience described in this announcement.
- If your resume includes a photograph or other inappropriate material or content, it will not be used to make eligibility and qualification determinations and you may not be considered for this vacancy.
- For qualifications determinations your resume must contain hours worked per week and the dates of employment (i.e., HRS per week and month/year to month/year or month/year to present). If your resume does not contain this information, your application will be marked as incomplete and you will not receive consideration for this position.
- For additional information see: [What to include in your resume](https://www.usajobs.gov/Help/faq/application/documents/resume/what-to-include/)  
(<https://www.usajobs.gov/Help/faq/application/documents/resume/what-to-include/>)

### 2. Other supporting documents:

- Cover Letter, optional
- Most recent Performance Appraisal, if applicable
- You must submit a copy of your transcript to determine eligibility under this hiring authority. Further, if you claim qualifications based on education and do not submit a supporting transcript, your education will not be used in making a qualification determination and you may be found not qualified. See: [Transcripts and Licenses](https://acpol2.army.mil/chra_dodea/Transcripts.pdf)  
([https://acpol2.army.mil/chra\\_dodea/Transcripts.pdf](https://acpol2.army.mil/chra_dodea/Transcripts.pdf))

NOTE: Documents submitted as part of the application package, to include supplemental documents, may be shared beyond the Human Resources Office. Some supplemental documents such as military orders and marriage certificates may contain personal information for someone other than you. You may sanitize these documents to remove another person's personal information before you submit your application. You may be asked to provide an un-sanitized version of the documents if you are selected to confirm your eligibility.

## If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education

(<http://www.ed.gov/admins/finaid/accred/>)

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

# How to Apply

To apply for this position, you must complete the online questionnaire and submit the documentation specified in the **Required Documents** section below.

The complete application package must be submitted by 11:59 PM (EST) on 11/28/2022 to receive consideration.

- To begin, click **Apply** to access the online application. You will need to be logged into your USAJOBS account to apply. If you do not have a USAJOBS account, you will need to create one before beginning the application (<https://apply.usastaffing.gov/ViewQuestionnaire/11727141> (<https://apply.usastaffing.gov/ViewQuestionnaire/11727141>)).
- Follow the prompts to **select your résumé and/or other supporting documents** to be included with your application package. You will have the opportunity to upload additional documents to include in your application before it is submitted. Your uploaded documents may take several hours to clear the virus scan process.
- After acknowledging you have reviewed your application package, complete the Include Personal Information section as you deem appropriate and **click to continue with the application process**.
- You will be taken to the online application which you must complete in order to apply for the position. Complete the online application, verify the required documentation is included with your application package, and submit the application. **You must re-select your resume and/or other documents from your USAJOBS account or your application will be incomplete.**
- It is your responsibility to verify that your application package (resume, supporting documents, and responses to the questionnaire) is complete, accurate, and submitted by the closing date. Uploaded documents may take up to one hour to clear the virus scan.
- Additional information on how to complete the online application process and submit your online application may be found on the [USA Staffing Applicant Resource Center](https://help.usastaffing.gov/Apply/index.php?title=Applicant) (<https://help.usastaffing.gov/Apply/index.php?title=Applicant>).

To verify the status of your application, log into your USAJOBS account (<https://my.usajobs.gov/Account/Login> (<https://my.usajobs.gov/Account/Login>)), all of your applications will appear on the Welcome screen. The Application Status will appear along with the date your application was last updated. For information on what each Application Status means, visit: <https://www.usajobs.gov/Help/how-to/application/status/> (<https://my.usajobs.gov/Account/Login>).

If you are unable to apply online or need to fax a document you do not have in electronic form, view the following link for information regarding an [Alternate Application](https://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) ([https://help.usastaffing.gov/Apply/index.php?title=Alternate\\_Application\\_Information](https://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information)).

## Agency contact information

### Army Applicant Help Desk

#### Email

[USARMY.APG.CHRA-NE.MBX.APPLICANTHELP@MAIL.MIL](mailto:USARMY.APG.CHRA-NE.MBX.APPLICANTHELP@MAIL.MIL)  
(<mailto:USARMY.APG.CHRA-NE.MBX.APPLICANTHELP@MAIL.MIL>)

#### Address

KC-APF-W2ST01 US ARMY ENGINEER DISTRICT, LOS ANGELES  
DO NOT MAIL  
Sacramento, CA 98134  
US

[Learn more about this agency.](#)



[\(#agency-modal-trigger\)](#)

## Next steps

If you provided an email address, you will receive an email message acknowledging receipt of your application. Your application package will be used to determine your eligibility, qualifications, and quality ranking for this position. If you are determined to be ineligible or not qualified, your application will receive no further consideration.

The documents you submit must support your responses to the online questionnaire. If your application contradicts or does not support your questionnaire responses, you will receive a rating of "not qualified" or "incomplete application" and you will not receive further consideration for this job.

## Fair & Transparent

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

[Equal Employment Opportunity \(EEO\) Policy](#)

[\(/Help/equal-employment-opportunity/\)](#)

[Financial suitability](#)

[\(/Help/working-in-government/fair-and-transparent/financial-suitability/\)](#)

[New employee probationary period](#)

[\(/Help/working-in-government/fair-and-transparent/probationary-period/\)](#)

[Privacy Act](#)

[\(/Help/working-in-government/fair-and-transparent/privacy-act/\)](#)

[Reasonable accommodation policy](#)

[\(/Help/reasonable-accommodation/\)](#)

[Selective Service](#)

[\(/Help/working-in-government/fair-and-transparent/selective-service/\)](#)

[Signature and false statements](#)

[\(/Help/working-in-government/fair-and-transparent/signature-false-statements/\)](#)

[Social security number request](#)

[\(/Help/working-in-government/fair-and-transparent/social-security-number/\)](#)