

COMMITTED TO NAVY AND MARINE CORPS COMBAT READINESS



JOIN OUR ELITE TEAM OF CIVILIAN PROFESSIONALS



Build a Career. Make a Difference.

PLAN YOUR FUTURE

Career decisions are some of the most important choices you will make. They contribute to shaping your future – both professional as well as personal. To make the best job decision, many factors must be weighed – these include the **reputation** of the organization you seek to join, the **positions** offered, the **satisfaction** the projects provide, the **growth** opportunities available, the work **environment** and the overall **compensation** package.

Consider a future with the Naval Facilities Engineering Command (NAVFAC).

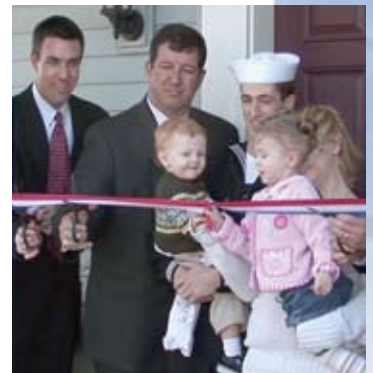
BUILD A CAREER. MAKE A DIFFERENCE.

GET TO KNOW NAVFAC

NAVFAC is the premier facilities engineering organization of the United States Navy. We are a mission-critical organization that relies on innovation, responsiveness and agility to support our troops and our nation. In these challenging times, the Navy and United States Marine Corps depend on us to provide them with sustainable and adaptable facilities, expeditionary capabilities and contingency engineering response support.

NAVFAC's ability to consistently deliver superior technical expertise has built our impressive reputation over the past 165+ years. Our organization has an annual volume of business in excess of \$11 billion and global operations throughout the United States, Europe, Southwest Asia and the Far East. It is, however, our more than 17,000 employees – civilian planners, engineers, contract specialists, architects, construction managers, IT specialists and many other highly trained professionals – that are NAVFAC's greatest asset.

We are proud to provide critical infrastructure support to our troops globally, to lead our nation with proactive environmental and alternative energy programs, and to contribute American goodwill and ingenuity during disaster relief and humanitarian missions. We are honored to provide public service that makes a tangible difference for so many. When you join NAVFAC, you join an elite team of civilian and military professionals who are ready to take on any challenge.





"I was looking for a job that would allow me to work on large-scale diverse projects. I found that this was hard to come by in the private sector, whereas NAVFAC allows for these opportunities. We help rebuild communities after natural disasters, construct hospitals in conflict areas, conduct local environmental studies, and build world-class facilities for our forces. I have found it very rewarding to support our nation as part of the NAVFAC team."

– Shea Zahner, NAVFAC Southeast, Jacksonville, Fla.

THE OPPORTUNITY IS YOURS

NAVFAC offers civilian positions in a wide array of professional fields – for college graduates, skilled tradesmen and seasoned professionals, from interns to senior levels. Whether you are an electrical engineer by trade or a community planner, a logistics specialist or an IT professional, a skilled artisan or an environmental protection specialist, the projects are challenging and diverse. Your next assignment could be to help build schools during a humanitarian mission, design a state-of-the-art naval base, rebuild a bridge as part of disaster relief operations, construct a world-class hangar facility or manage environmental studies.

The work is demanding, rewarding and exciting. Growth opportunities abound. The benefits are outstanding. And best of all, with NAVFAC, you will expand your career while bringing real value to our nation and our citizens.

NAVFAC is comprised of 16 commands located throughout the United States and around the globe. Three are specialty centers: the Naval Facilities Engineering Service Center, the Naval Facilities Expeditionary Logistics Center and the Navy Crane Center. We support the Navy, the Marine Corps and other federal agencies in the following business lines:

Asset Management – supporting the shore establishment – land and facilities – by providing solutions for property acquisition, management and disposal

Capital Improvements – delivering better, faster and more cost-effective facilities

Contingency Engineering – providing support to Navy and civilian engineers who deliver services in forward environments, ranging from natural disasters to civil unrest

Environmental Programs – protecting human health and the environment by conducting environmental planning, compliance and cleanup, and managing natural and cultural resources

Expeditionary Warfare Programs – providing total force support to the Navy and Marine Corps Warfighter, including acquisition, logistics, technology, equipment and other expeditionary sustainment resources

Public Works – supporting a highly diverse infrastructure on naval bases worldwide, including airports, hospitals, roads, runways and utility systems.

JOIN THE NAVFAC TEAM

NAVFAC's success depends on our people and the difference they make every day. We are continually looking for high achievers and creative thinkers to join our winning team. New generations of professionals are encouraged to develop their careers and become the leaders of tomorrow's NAVFAC. We offer you the opportunity to work on unique projects, travel the world and expand your professional horizons. When you join NAVFAC, you will enjoy a career that provides both challenges and rewards, and you will be gratified that your work plays a vital role in addressing global stability, security and reconstruction in support of our nation.



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CIVILIAN CAREER OPPORTUNITIES

NAVFAC offers a breadth of opportunities, whether you are a young graduate starting a career or a professional with years of valuable experience to contribute. We offer employment in the following areas of expertise:

ACQUISITION

ARCHITECTURE

COMMUNITY PLANNING

ENGINEERING

ENVIRONMENTAL

INFORMATION TECHNOLOGY (IT)

LOGISTICS

REAL ESTATE

SCIENCE

VOCATIONAL SPECIALTIES

For a complete list of positions, visit the NAVFAC website WWW.NAVFAC.NAVY.MIL and click on the employment tab.

INTERNSHIP OPPORTUNITIES

NAVFAC provides students and recent college graduates a perfect opportunity to experience a variety of career paths and make significant contributions to our organization's future.

Professional Development Center Program. This program is a NAVFAC initiative designed to recruit and develop tomorrow's leaders. The program has civilian positions throughout the United States and provides structured management training, including formal education, diverse rotational assignments, extensive on-the-job training and challenging work. As a new employee, you will be instrumental in shaping the future of our organization and well placed for career advancement.

Student Career Experience Program. NAVFAC offers opportunities for career-related employment which enriches the academic experience of students. Open to students enrolled or accepted for enrollment in a degree, certification or diploma program, the program includes year-round student employment and a flexible schedule of work assignments.

VETERAN OPPORTUNITIES

NAVFAC values our nation's veterans and welcomes their services. As a benefit for those who have served our country in the military, several veteran programs are made available for those desiring federal employment.

Veterans Preference. Veterans who are disabled or who have served on active duty in the armed forces during certain specified time periods or in military campaigns are, by law, entitled to preference over non-veterans. Veterans Preference provides a uniform method by which special consideration may be given to qualified veterans seeking federal employment.

30 Percent (or more) Disabled Veterans Program. NAVFAC has special discretionary authority to appoint a veteran with a 30 percent (or more) service-connected disability. A veteran selected under this authority is given an initial temporary appointment that can be converted to a permanent appointment without competition. There is no limitation on the grade level of the position to be filled.

Veterans Employment Opportunities Act. NAVFAC accepts applications from qualified veterans applying from outside of the Department of Defense. These veterans may compete for vacancies under merit promotion procedures.

Veterans Readjustment Appointment (VRA). A VRA is made under a special discretionary authority by which NAVFAC can appoint an eligible veteran without competition if the candidate meets the basic qualification requirements for the position. A veteran selected under the VRA is given a two-year excepted appointment with the possibility of conversion to a permanent appointment at the conclusion of two years of satisfactory performance.



AN OUTSTANDING COMPENSATION PACKAGE

NAVFAC's greatest resource is our people. We are proud to provide our employees with a highly competitive salary and comprehensive benefits package that surpasses, or is comparable to, most private sector offerings.

COMPETITIVE PAY

NAVFAC offers competitive salaries and a results-oriented, performance-based culture with a pay-for-performance structure in place. Our system recognizes and rewards employees' performance and their contributions to NAVFAC's mission.

LIFE-WORK BALANCE

NAVFAC offers generous paid time off and numerous fringe benefits to ensure our employees and their families enjoy a happy and healthy life-work balance.

- **Vacation:** From 13 to 26 paid days off per year
- **Additional pay** for overtime, and work on holidays or Sundays
- **Holidays:** 10 paid annual federal holidays
- **Sick leave** (paid time off) for personal medical needs, care of family members and adoption
- **Leave-sharing programs** allowing employees to donate or receive leave for medical emergencies
- **Family-friendly workplace** offering childcare centers (where available) and recreation activities and programs (where available)
- **Employee Assistance Program** offering free confidential counseling/referral service
- **Career development** to promote professional advancement
- **Opportunities for overseas assignments**
- **Education:** Training and tuition assistance/reimbursement (if applicable)
- **Alternative work schedule** (where available)
- **Transportation subsidy** (where available)
- **Relocation expenses** (if applicable)

WIDE SELECTION OF INSURANCE OPTIONS

Health Insurance

The Federal Employees Health Benefits (FEHB) program offers a wide selection of health insurance options. Employees may enroll in medical, dental and vision plans for themselves and their families at competitive rates.

Life Insurance

The Federal Employees' Group Life Insurance (FEGLI) program is the largest group life insurance program in the world. Employees may also purchase optional insurance at their own expense. Optional coverage includes additional insurance on the employee's spouse and eligible children. Employees younger than 45 receive an additional amount of coverage at no added cost.

Long-Term Care Insurance

This insurance includes benefits for all levels of long-term care, custodial to skilled, including home care, assisted living facilities and nursing home care. Although employees electing this benefit pay the costs, the premiums are very competitive.

Flexible Spending Accounts

Employees have the option of establishing Flexible Spending Accounts (FSAs) for health care and family member care expenses. FSAs allow you to set money aside for eligible expenses before taxes are deducted from your paycheck.

COMPREHENSIVE RETIREMENT PROGRAM

The Federal Employees Retirement System (FERS) is a flexible, portable system that features the following three components that work together to give you a strong financial foundation for your retirement years:

- **FERS Basic Benefit Plan** – The Basic Plan benefit is a monthly annuity payment based on salary and length of service, payable when age and service requirements are met.
- **Thrift Savings Plan (TSP)**– TSP is a highly valuable, tax-deferred retirement savings and investment plan for federal employees. The plan is comparable to, or surpasses, most 401(k) investment plans offered in the private sector.
- **Social Security** – Most of the cost of Social Security is paid through payroll taxes.

Furthermore, employees may receive civil service credit for active duty in the U.S. uniformed services. This credit may be used to determine your annual leave accrual rate and your retirement eligibility.



Build a Career. Make a Difference.



"Upon completing my degree, I began to search for an organization that would offer unparalleled training opportunities and job security. A place that would set the standard for diversity, and guarantee competitive salary and advancement that would increase with my skill level. My search ended with the Naval Facilities Engineering Command."

– Grady Gordon, NAVFAC Southwest, San Diego, Calif.

WHY JOIN NAVFAC

BECOME PART OF A REMARKABLE ORGANIZATION

When you join NAVFAC, you share in the pride and honor of being part of the premier facilities engineering organization of the United States Navy.

FIND FULFILLMENT IN YOUR WORK

NAVFAC offers a wide selection of civilian positions in a breadth of specialties. Gain satisfaction in your professional endeavors and in supporting our troops and our nation.

TAKE ON THE CHALLENGE

NAVFAC is involved in projects that are extremely critical to our nation. You will work in a stimulating environment, use the latest technologies and have the opportunity to discover the world.

ENJOY TRUE TEAM SPIRIT

NAVFAC, an integral part of the U.S. Navy, promotes camaraderie, enthusiasm and teamwork.

ADVANCE YOUR CAREER

NAVFAC offers opportunities for development and growth within the organization, as well as the stability for lifelong careers.

TAKE ADVANTAGE OF A GENEROUS COMPENSATION PACKAGE

NAVFAC offers outstanding benefits and pay that are superior, or comparable to, those offered by most private sector companies.

JOIN US FOR A UNIQUE EXPERIENCE

Make a real difference for our nation. Be a leader in public service. Join the Naval Facilities Engineering Command.



GET YOUR CAREER ON THE FAST TRACK TODAY



"NAVFAC has civilian positions available in many fields. When you join our organization, you get involved in projects that really matter. You grow personally and professionally by assuming responsibility of these important projects early in your career. This is what makes NAVFAC unique."

– Linus Coballes, NAVFAC Pacific, Pearl Harbor, Hawaii



To learn more about NAVFAC, visit www.navfac.navy.mil
and click on **employment** for career opportunities.

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NAVAL FACILITIES ENGINEERING COMMAND

NAVFAC Headquarters, Washington, D.C.

NAVFAC Atlantic – Norfolk, Virginia

NAVFAC Europe/Southwest Asia, Naples, Italy

NAVFAC Mid-Atlantic, Norfolk, Virginia

NAVFAC Washington, Washington, D.C.

NAVFAC Southwest, San Diego, California

NAVFAC Northwest, Silverdale, Washington

NAVFAC Midwest, Great Lakes, Illinois

NAVFAC Southeast, Jacksonville, Florida

NAVFAC Pacific – Pearl Harbor, Hawaii

NAVFAC Marianas, Guam

NAVFAC Hawaii, Pearl Harbor, Hawaii

NAVFAC Far East, Yokosuka, Japan

Specialty Centers

- Naval Facilities Engineering Service Center, Port Hueneme, California
- Naval Facilities Expeditionary Logistics Center, Port Hueneme, California
- Navy Crane Center, Portsmouth, Virginia

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