



[www.navfac.navy.mil/swcareers](http://www.navfac.navy.mil/swcareers)

# Construct Your Career

NAVFAC Southwest, a Department of the Navy command, delivers rewarding careers through involvement in challenging projects that support Navy and Marine Corps missions. We offer more than 100 career fields that feature job security, training and professional development, career progression, and a strong work-life balance. Gain satisfaction in your career while making a difference on a team. Your success brings value to our mission.

## The Organization

We are the mission critical element that the Navy and Marine Corps depend on for sustainable and adaptable facilities, expeditionary capabilities, and contingency engineering response support



## The Opportunity

We provide the opportunity to work on unique projects, travel the world, and expand your skill sets



## The Occupations

We offer Department of Defense rewarding and exciting civilian positions in a wide array of fields for veterans, college graduates, skilled tradesmen, and seasoned professionals





# Our Benefits

*Not just compensation,  
but peace of mind*

NAVFAC Southwest's greatest asset is our people. We are proud to provide a highly competitive salary, comprehensive benefits programs, and a focus on a work/life balance

## Health, Vision, & Dental

- Nationally recognized model with 200+ health plan options
- Choice of carriers
- Coverage for self & eligible family members
- No exclusions for pre-existing conditions
- No waiting period or physical exam to enroll
- Competitive rates with a substantial employer contribution to premiums
- Pay premiums with pre-tax dollars
- Flexible Spending Accounts set aside money for eligible expenses with pre-tax dollars
- Long Term Care and other additional insurance coverage options
- Life insurance through the Federal Employees Group Life Insurance with additional options for coverage of a spouse and eligible dependants

## Retirement Savings Programs

- Federal Employees Retirement System (FERS) annuity for life, beginning as early as age 55
- Based on length of service & salary
- Military service can be credited toward FERS (Deposit required)
- Vesting after 5 years of creditable civilian service
- Thrift Savings Plan (TSP) contribution plan eligibility (largest single defined contribution plan in the U.S. and similar to a 401K plan)
- Agency and matching contributions for FERS employees
- Social Security - Most of the cost of Social Security is paid through payroll taxes

## Paid Time Off & Holidays

- Paid federal holidays
- Earn 13 days of sick leave with no carryover ceiling (with ability to use for care of dependents)
- Accrue 13, 20, or 26 days of vacation time-off based on years of service or related experience
- Voluntary Leave Transfer Program (VLTP) allows federal full-time employees to transfer accrued annual (not sick) leave to another federal employee in need

## Work/Life Programs

- Alternative work schedules other than a traditional 8-hour day/40-hour week and telework options (assigned as positions allow)
- Civilian Employment Assistance Programs (CEAP) provides a variety of services including free confidential counselling and referrals to child care centers and programs
- Access to gyms and personal trainers, recreational facilities and equipment rental, golf courses, catering services, federal beaches, vacation rentals, discount tickets to attractions and special events, family and youth programs and more
- Access to federal childcare/daycare facilities (certain locations)
- Transportation subsidy and Rideshare programs (where available)
- Relocation expenses (if applicable)
- Opportunities for short and/or long term overseas assignments within the company
- Education - Training and tuition assistance/reimbursement (If applicable)
- Earn Frequent Flyer miles on official travel for personal use