

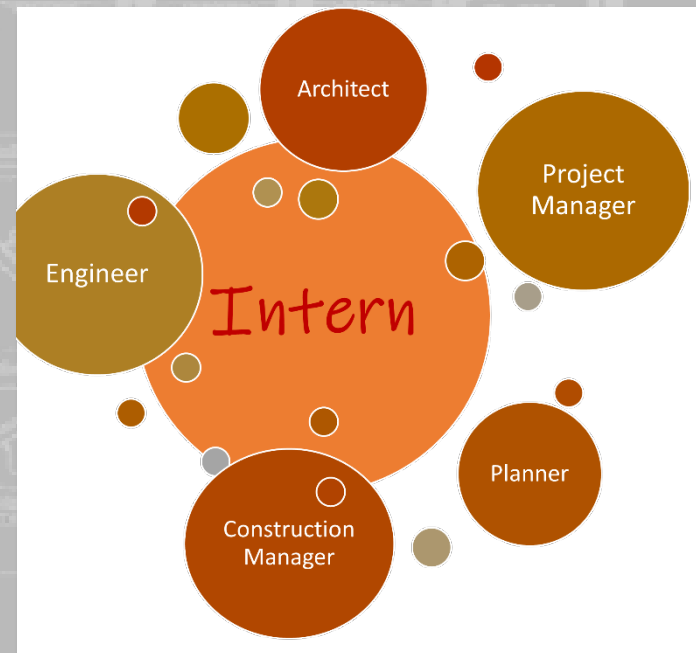
# US ARMY CORPS OF ENGINEERS - MIDDLE EAST DISTRICT

Presenters:

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30 November 2023



US Army Corps  
of Engineers®

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# **TAM RECRUITMENT PROGRAMS**

**High School Student Intern Program**

**College Student Intern Program**

**Army Fellows Program**

**DoD SMART Program**



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# USACE MIDDLE EAST DISTRICT RECRUITMENT PROGRAMS



## High School Student Intern Program

- Recruit focus is students in STEM field of interest
- Connect high school students with TAM engineers for mentoring and coaching
- Fall and Spring semesters
- M-W-F from 1400 to 1530 weekly
- One to three hours of work assigned between in office visits
- Final group presentation



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# USACE MIDDLE EAST DISTRICT RECRUITMENT PROGRAMS



## College Student Intern Program (aka Summer Intern Program)

- Current high-performing college students
- One to two-year appointments (40 hrs/wk; 480 hrs maximum for program)
- Numerous career field opportunities
- Typical entry at GS-03 or GS-04
- \$10,000 in tuition may be available to SIP interns per academic year
- Requires Continued Service Agreement (CSA)
- Builds the bench for the Army Fellows Program



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# USACE MIDDLE EAST DISTRICT RECRUITMENT PROGRAMS



## Army Fellows Program

- Two-year opportunity open to college graduates
- Accelerated career path as an Army Civilian employee
- Planned development through progressive and sequential work assignments
- Formal training, self-development
- Typical entry at GS-05 or GS-07 with target being GS-09 or GS-11
- Upon completion of program, opportunity to be promoted non-competitively into a permanent, full-time position in the Army Civilian Corps



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# USACE MIDDLE EAST DISTRICT RECRUITMENT PROGRAMS



## DoD SMART (Science, Mathematics, and Research for Transformation) Program

- Provides STEM students tools necessary to pursue higher education and begin a rewarding career with the DoD
- Offers scholarships for undergraduate, master's, and doctoral students currently pursuing a degree in one of the 21 STEM disciplines
- SMART scholars receive full tuition, annual stipends, internships, and guaranteed employment with DoD after graduation
- Sponsoring Facilities (SFs) are allowed to hand-pick students to fill anticipated personnel needs at no cost during the academic pursuit.
- SFs orient awardees with the SF to facilitate a positive transition into full-time employment



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# TAD INDUSTRY DAY FEEDBACK



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# USACE HOSTED INDUSTRY DAY IN WINCHESTER



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The U.S. Army Corps of Engineers, Transatlantic Middle East District (TAM) hosted an in-person and virtual Industry Day on 05 October 2023 at the George Washington Hotel.

The event consisted of 116 in person and 60 virtual participants from USACE and Industry consisting of large construction and AE firms along with veteran and female owned small businesses.

The purpose of Industry Day is for contractors to gain an understanding of the current and upcoming program opportunities in the CENTCOM Area of Responsibility (AOR) as well as other select topics covered by the Transatlantic Division, Transatlantic Middle East District, Transatlantic Expeditionary District, North Atlantic Division, and North Atlantic Europe District.

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*Top: TAM Commander COL Philip Secrist introduces TAM's current and projected work during industry day.*

*Bottom Left: Joey Behr, TAM's deputy director of program and project management exchanges information with contractors.*

*Bottom Right: Transatlantic Division Commander COL William Hannan talks to contractors during an Industry Day event held in Winchester, VA.*







# FEMIA



# Our Mission

Helping people before,  
during and after disasters.



FEMA



**Deanne B. Criswell**  
Administrator

## Organization **FEMA**

**21,200+**  
Employees

**44.1%**  
Minorities

**50.3%**  
Female

**11.0%**  
Disability

**14.9%**  
Veterans

*\* 2020 statistics*



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**When disaster strikes...**

# **Presidential Disaster Declaration**

All emergency and major disaster declarations are made solely at the discretion of the President of the United States, but only after a request has been submitted by the state, tribe or territory. Declarations authorize the President to provide supplemental federal disaster assistance.

## **Disaster Declaration Types**

- Emergency Declarations
- Major Disaster Declarations



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## When disaster strikes...

# Response

- Coordination of federal operations & logistics
- Save & Sustain Lives
- Minimize Suffering
- Protect Property



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## When disaster strikes...

# Recovery

- Support individuals & communities in their efforts to recover
- Individual Assistance
- Public Assistance



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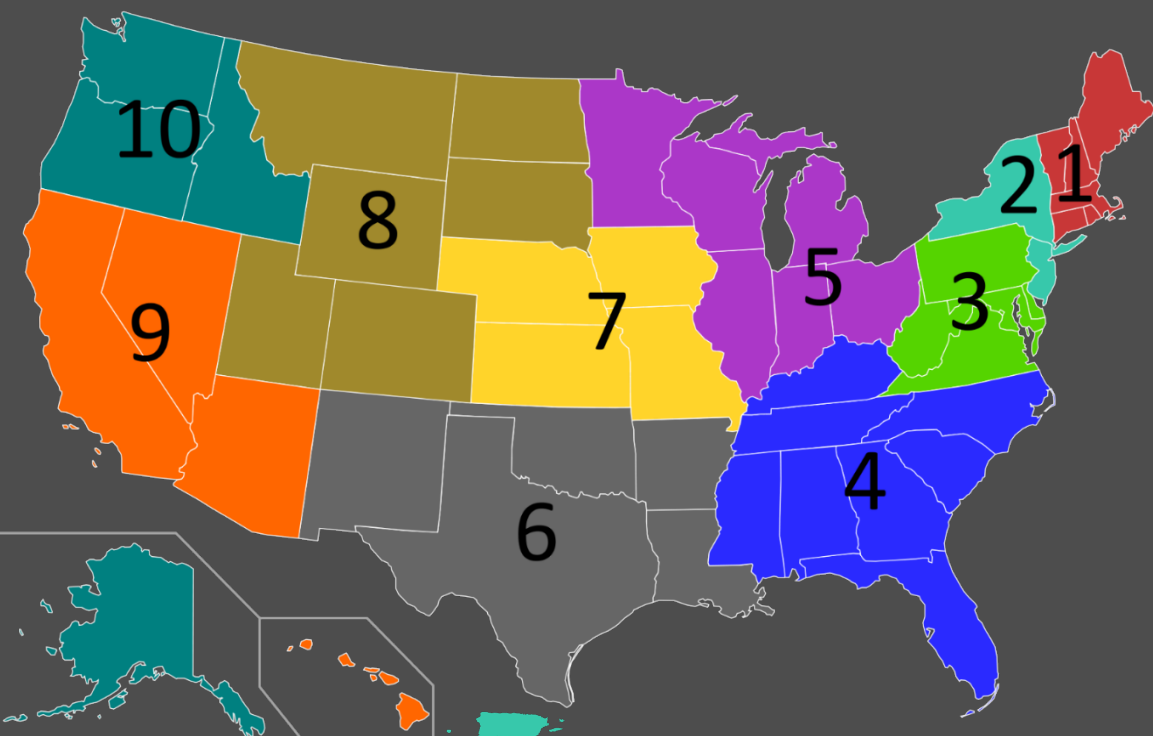
## Locations

# Headquarters – Washington, DC

- Sets policies
- Administers programs
- Develops procedures and guidance
- Coordinates implementation with FEMA regions and field offices



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**Locations**  
**Field Offices:**  
**“Boots on the Ground”**

- 10 Regional offices plus Joint Field Offices (JFOs)
- Primary face and voice of FEMA with disaster survivors and community partners
- JFO staff includes reservists as well as regional and headquarters staff working as a team to service individuals and their communities





# FEMA Position Types



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## Employment

# Permanent Full-Time

Permanent Full-Time (PFT) positions are “competitive service” jobs. This means they are filled based on ability. The competitive process includes an application and interview.

After one year of continuous service PFTs gain competitive status. After three years of continuous service PFTs, hired through the competitive process, gain full career status.



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## Hiring Authorities

# Some Non-Competitive Authorities

- Veterans Recruitment Authority
- 30% or More Disabled Veterans
- Peace Corps/Peace Corps Federal Staff/AmeriCorps VISTA
- Individuals with Disabilities (Schedule A)
- Military Spouses



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## Employment

# Cadre of On-Call Response/Recovery

Cadre of On-Call Response/Recovery Employees (CORE) are hired to work for a specific, limited period, between two to four years. These positions may be renewed if there is ongoing disaster work and funding is available.

CORE employees are generally eligible for the same benefits as PFT employees, but do not gain competitive status nor career tenure during their term. CORE employees *can be hired under a streamlined process instead of a competitive process.*



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# Local Hire Positions

<https://www.usajobs.gov/Search/Results?a=HSCB&p=1&k=Local%20Hires>

FEMA employs temporary local hires to assist with disaster response and recovery efforts.

Local hire employees are local residents who aid in the recovery of the community and help their fellow citizens in the recovery process.

A local hire's term of employment is 120 days. Local Hire appointments may be extended, in 120 day increments, for a maximum 365 day appointment, based on the needs of the disaster.



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## Employment

# Reservist (on-call)

Reservists are on-call FEMA employees that travel during disasters or emergencies. They work on an intermittent basis, due to the irregular nature of disasters.

Reservists are the main FEMA workforce during an emergency or disaster and *can be hired under a streamlined process instead of a competitive process.*

The Civilian Reservist Emergency Workforce (CREW) Act protects the job rights of FEMA Reservists while they are deployed to disasters, emergencies, and critical trainings by including FEMA Reservists under the Uniformed Services Employment and Reemployments Rights Act (USERRA). This means that if you hold another job, you are able to deploy as a FEMA reservist and your job will be protected.



## Reservist (on-call) Cadres

- Acquisitions
- Alternative Dispute Resolution
- Civil Rights
- Disability Integration
- Disaster Emergency Communications
- Disaster Field Training Operations
- Disaster Survivor Assistance
- Environmental Historic Preservation
- External Affairs
- Field Leadership
- Financial Management
- Hazard Mitigation
- Human Resources
- Individual Assistance
- Information Technology
- Logistics
- National Disaster Recovery Support
- Office of Chief Counsel
- Operations
- Planning
- Public Assistance
- Safety
- Security



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# Reservist (on-call) Cadres

- To learn more about becoming a FEMA Reservist, please visit [Reservists \(On-Call\) | FEMA.gov](#).
- To apply directly to published announcements on USA Jobs, please complete the [Reservist Application Package](#) via USAJobs.gov.
- If you are interested in a cadre that does not currently have openings, you can submit your resume for consideration when vacancies arise at [FEMA Reservist Careers \(Various Positions\)](#).



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## Qualify Through Secondary Education

### **Bachelors Degree**

May qualify you for many GS-5 level positions

### **Superior Academic Achievement**

A high GPA may qualify you for GS-7 level positions

### **Master's Degree or Law Degree**

May automatically qualify you for many GS-9 level positions

### **Ph.D or Secondary level Law Degree**

May automatically qualify you for many GS-11 level positions



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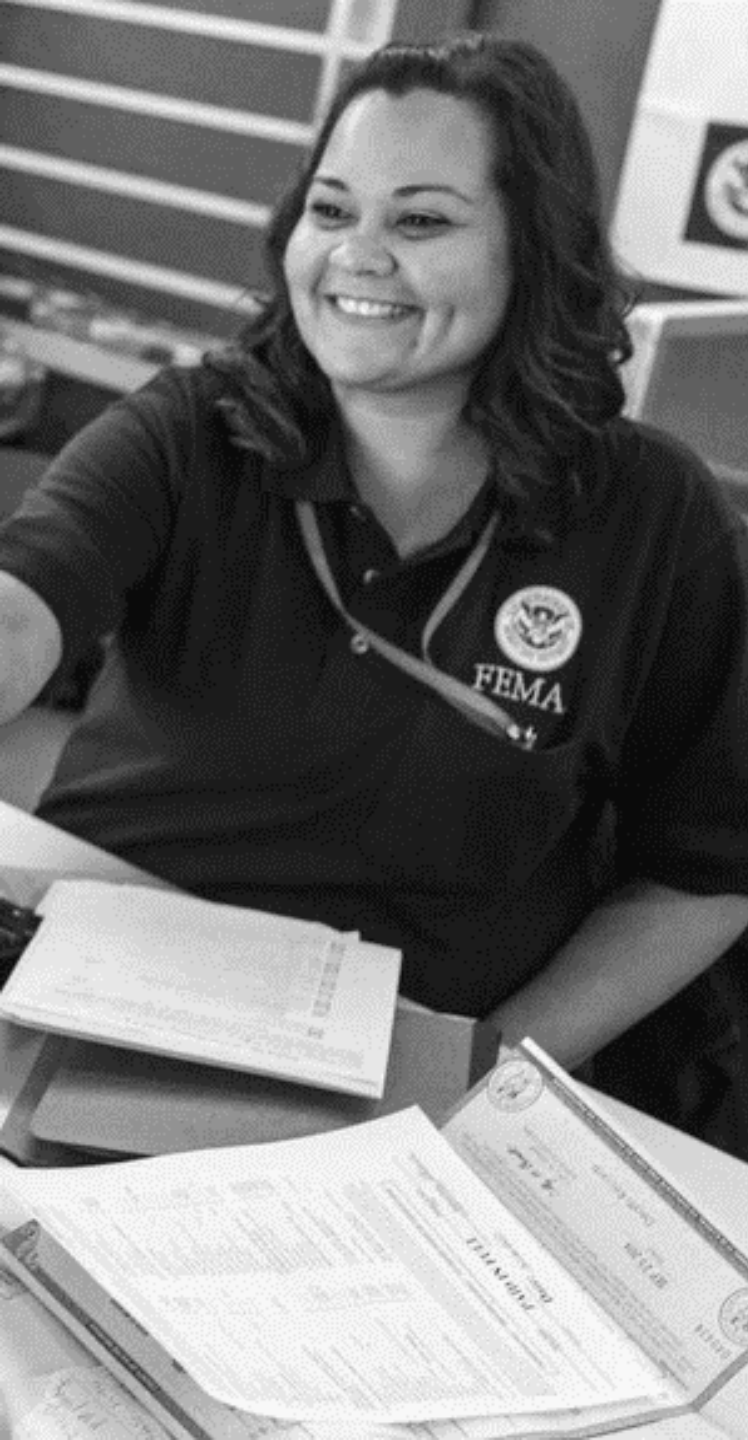
## Experience

# Student Volunteer Employment

The Student Volunteer Employment Program employs students to work at FEMA as volunteers (unpaid) for valuable experience directly related to their academic field of study. Students may receive educational credit for their internship.



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## Experience

# Gained Through Work

When describing work experience and how it can match with job qualifications here a few things to consider:

- Use general/laymen's terms when describing work experience
- Highlight the results/impact of your work
- Describe your quantifiable results with the task/assignment you've completed
- List Certifications and Training associated with the position



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## Experience

# Community Involvement

- AmeriCorps
- Peace Corps
- FEMA Corps
- American Red Cross
- Local/State Disaster or Emergency Management Agencies



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## Development/Experience

# AmeriCorps NCCC-FEMA Corps

FEMA Corps is a with the AmeriCorps National Civilian Community Corps (NCCC) program. It is a unique, team-based service program that gives 18-26-year-old participants the opportunity to serve communities impacted by disaster.

FEMA Corps members live, work, and travel in dedicated teams and serve for 12 months with an option to extend for a second term. They also earn a modest living stipend during their service and receive an education award upon completion of the program.



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## Is a “Paper Interview”

Federal resumes are a “paper interview” that gives hiring managers a detailed vision of your *relevant* talents, skills, and concrete examples of your past work and accomplishments.



## How to Apply

# Ready Your Resume

**A Federal resume is *different* than other resumes**

- Be Specific About Your Education, Training or Experience
- Demonstrate Your Accomplishments
- Ensure it covers specialized experience statement
- Focus on relevant experience



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## How to Apply

# Ready Your Resume

- Length – Federal Resumes are typically NOT 1 page in length
- Writing Style – The key is a lot of detail. Make sure to review job descriptions and list your experiences in chronological order
- Keywords (key experience) – Recruiters can keyword search resumes uploaded on USAJOBS.
- Certifications and trainings - Show commitment to the field and continual learning.
- List ALL experience
- For a brief OPM video on How to Create a Federal Resume go to:  
<https://www.youtube.com/watch?v=8YX7o1PBoFk>



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# How are qualifications and selections determined?

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## Human Resources

Evaluates the experience in your resume to ensure you meet the *minimum qualifications* of the position

## Hiring Manager

Evaluates the experience in your resume to determine the *best qualified* candidates



# Specialized experience: What makes it “special”?

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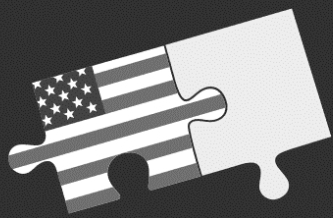
- Experience that can't be learned in a short amount of time - takes at least a year of experience to show competency.
- Specific to the vacancy – Where one Emergency Management position may be asking for Public Assistance experience, another other may be requiring experience with analyzing data.



Keywords  
Job title, dept., agency, series, or occupation

Location  
City, state, zip, or country

Search



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- Create a USAJOBS Profile
- Federal Application Process
- Explore Opportunities

### Create a USAJOBS Profile



#### Save your favorite jobs and searches

Receive email updates from jobs you're interested in.



#### Upload your resumes and documents

Save and manage resumes and documents for your application.



#### Make your resume searchable

Your resume will be visible to recruiters searching our database.



#### Apply for jobs in the Federal Government

You can only apply online with a complete USAJOBS profile.

Create Profile or Sign In

### Explore Hiring Paths

The Federal Government offers unique hiring paths (also known as a hiring authority) to help hire individuals that represent our diverse society. If you fall under one of these groups of people you may be eligible to receive preference when applying for jobs.

# How to Apply Find Positions

## USA Jobs

Search for Permanent Full-Time (PFT), Cadre of On-Call Response/Recovery Employee (CORE), and sometimes Reservist positions.

<https://www.usajobs.gov/Search/Results?a=HSCB&p=1>

<https://www.fema.gov/careers>

Search for all positions and unique opportunities. *Some positions can be hired under a streamlined process instead of a competitive process and only require a resume.*



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