

**DELAWARE NATIONAL GUARD
STATE POSITION VACANCY ANNOUNCEMENT**

ADMINISTRATIVE DATA:

Position Title:	Announcement Number:	Opening Date:	Application Deadline:
Equipment Operator	PVA # 15-21	14-Jan-21	14-Feb-21
Position Description #:	Position Number:	Pay Scale & Grade:	Salary Range:
S86221-08	11496	WG-08	\$53,560.00 - \$62,420.80
Appointment Type:	Military Requirement:	Department:	Occupational Series:
Permanent	Dual Status	Air	5716
Supervisory/Managerial Status:	Work Schedule:	Travel Required:	Relocation Authority:
No - Neither	Full-Time	Not Required	No
State Personnel Branch Contact Information:		Work Location:	
Email: ng.de.dearng.list.hro-state@mail.mil Phone: 302-326-7477		166th Civil Engineer Squadron New Castle, DE 19720	

AREA OF CONSIDERATION:

- ☒ **AREA I** - All presently employed permanent Title 20 Non-Dual Status employees of the Delaware National Guard.
- ☒ **AREA II** - All presently employed permanent Title 20 Dual Status employees of the Delaware National Guard.
- ☒ **AREA III** - All current military members of the Delaware National Guard (Army or Air) eligible for Title 20 employment.
- ☒ **AREA IV** - All other presently employed permanent employees of the Delaware National Guard eligible for Title 20 employment.
- ☒ **AREA V** - All personnel eligible for Title 20 employment in the Delaware National Guard.

SELECTIVE PLACEMENT FACTORS:

APPLICATION PROCEDURES: All interested applicants for this position must submit a Resume, DNG Form 51 (Optional for Non-Dual Status position vacancies), SF 181 (Optional), & supporting/miscellaneous documents. Application packets forwarded to HRO should be no more than eight (8) pages although additional pages may be submitted as necessary. Application packets should include written or documented proof of education, training, and work experience deemed necessary to adequately respond to general and specialized experience. Professional licenses or education transcripts necessary to validate qualifications should be submitted as required in the PVA. Do not include photo copies of awards, letters of commendation, enlisted or officer performance reports, performance appraisals, and personal photos unless specifically requested in the PVA. **Application packet must be forwarded to Joint Force Headquarters, ATTN: NGDE-HRO-SP via email to: ng.de.dearng.list.hro-state@mail.mil as one package**, NOT LATER THAN the application deadline. Applications received AFTER the application deadline WILL NOT BE CONSIDERED.

MINIMUM QUALIFICATION REQUIREMENTS: Each applicant must show how they meet the General and Specialized Experience and other requirements listed below; otherwise, the applicant may lose consideration for this job.

EVALUATION METHOD: All applicants will be evaluated against the mandatory qualifications identified on this announcement IAW the NGB Qualifications Standard and/or the OPM Qualifications Standards as appropriate. Evaluation is based on the information provided by the applicant to determine if the individual possesses the minimum qualifications necessary to perform the duties and responsibilities of the position.

EQUAL OPPORTUNITY: The Delaware National Guard is an Equal Opportunity Employer. All qualified applicants will receive consideration without regard to political, religious, or labor organization affiliation or non-affiliation, marital status, race, color, sex, national origin, age, non-disqualifying physical challenges (applicable only to competitive appointments) or any other factor not job related.

CONDITIONS OF EMPLOYMENT

- Selectee will be required to participate in Direct Deposit/Electronic Funds Transfer as a condition of employment.
- No commitment will be made to any nominee prior to a review of qualifications by this office.
- A pre-placement physical/examination MAY BE required for employment. (see position description)
- Other: Compatible AFSC = 3EXXX
- Other: Incumbent must possess or be able to obtain and maintain a Secret Security clearance

Phillip M. Croall
Delaware National Guard
Human Resource Officer

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SUMMARY OF DUTIES AND RESPONSIBILITIES

The complete position description is on file in the HRO (State Personnel Branch) and available for review upon request

- It encompasses duties of the crafts of Heavy Equipment and Landscaping. Works under the direction of the Maintenance Working Supervisor, Labor & Trades Supervisor, Base Facility Manager and Base Civil Engineer (BCE), who provides general instructions, standard procedures, overall priorities and policies and relies upon the incumbent to control work operations and accomplish an adequate quantity and quality of work. Work is reviewed for efficient and economical accomplishment within priorities and controls received.
- Operates one or more types of heavy equipment to push, pull, pile, or load materials, such as sand, gravel, earth, snow, moving and clearing brush, rocks, tree stumps, and cutting the grass (riding mowers) to maintain a professional appearance on the base.
- Uses and maintains tools and equipment. Performs maintenance, such as checking and replenishing fluids to proper levels, examining and changing filters, lubricating equipment, and making necessary adjustments. Uses hand tools for changing attachments, tightening loose nuts and bolts, etc. Maintains records and documents action.
- Drives one or more types of light trucks, such as pickup trucks, panel trucks, and flatbed trucks to transport supplies, materials, and equipment.
- Under close supervision and monitoring, may perform as helper in tasks assisting higher level personnel and learn how to perform duties of trades such as: sheet metal mechanic, air conditioning mechanic, pipefitting, plumbing, mason, electrician, welding, painting, carpentry, pest control, machinist, and/or high voltage electrician.
- Operates heavy hand tools and power equipment such as heavy, walking-type power mowers, edger's, weed eaters, hedge trimmers, mechanical spreaders, handsaws, chainsaws, hatchets, picks, shovels, and clippers to perform tasks such as mowing lawns; trimming tree limbs; digging ditches and trenches in hard, compacted soil; grading and sloping; clearing small trees and bushes; and shoveling snow.
- Performs other duties as assigned

SIGNIFICANT INFORMATION PERTAINING TO THIS POSITION

- Military Grade Limitations:
 - Minimum = A1C / E-3
 - Maximum = MSgt / E-7
- Must either possess or be able to obtain and maintain a State Motor Vehicle Operator's License and must be able to obtain a government license (provide copy of front and back with application)

QUALIFICATION REQUIREMENTS:

GENERAL EXPERIENCE:

Experience or training which demonstrates the ability to follow instructions and safely operate the type of equipment required to accomplish the duties of the position.

SPECIALIZED EXPERIENCE:

Experience or training operating heavy engineer equipment and performing operator maintenance on equipment such as front-end loaders and other similar type equipment. Knowledge of special purpose airfield clearing equipment, including snow removal equipment and vacuum type sweepers (non-conventional snow removal equipment or sweepers used primarily on streets, parking areas, or ramps).

SUBSTITUTION OF EDUCATION FOR SPECIALIZED EXPERIENCE: N/A

QUALITY OF EXPERIENCE: Length of time is not of itself qualifying. Applicant's experience will be evaluated on the basis of duties performed rather than strictly on the rank of the individual. The applicant's record of experience, training, and education must show possession of the knowledge, skills and abilities needed to fully perform the duties of the position.

PROBATIONARY PERIOD

Employees will normally serve a one year probationary period. The probationary period is the initial one year intended to ensure the employee is capable of performing the duties of the job and to determine whether they have the qualities needed for continued employment. (TPR 300 para 1-7)