

**DELAWARE NATIONAL GUARD
STATE POSITION VACANCY ANNOUNCEMENT**

ADMINISTRATIVE DATA:

Position Title:	Announcement Number:	Opening Date:	Application Deadline:
Station Captain	PVA # 4-26	23-Jul-25	6-Aug-25
Position Description #:	Position Number:	Pay Scale & Grade:	Salary Range:
S82691-10	TBD	GS-09	\$67,339.00 - \$87,539.00
Appointment Type:	Military Requirement:	Department:	Occupational Series:
Permanent	Non-Dual Status	Air	0081
Supervisory/Managerial Status:	Work Schedule:	Travel Required:	Relocation Authority:
Yes - Supervisory	Full-Time	Not Required	No
State Personnel Branch Contact Information:		Work Location:	
Email: ng.de.dearng.list.hro-state@army.mil Phone: 302-326-7477		166th CES - Firehouse New Castle, DE	

AREA OF CONSIDERATION:

- ☒ **AREA I** - All presently employed permanent/indefinite Title 20 Non-Dual Status employees of the Delaware National Guard.
- ☒ **AREA II** - All presently employed permanent/indefinite 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 completed DNG State Employment Application, Resume, Copy of front and back of valid Driver's License (or State Issued ID), & supporting/miscellaneous documents as required in the individual PVA. 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@army.mil as one package, NOT LATER THAN 5:30:00 p.m. on the business day of the Application Deadline of the position. 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

1. Selectee will be required to participate in Direct Deposit/Electronic Funds Transfer as a condition of employment.
2. No commitment will be made to any nominee prior to a review of qualifications by this office.
3. A pre-placement physical/examination MAY BE required for employment. (see position description)
4. Must be able to obtain and maintain a SECRET Security Clearance
5. Applicants must be legally authorized to work in the United States. DNG participates in E-Verify.

Phillip M. Croall
Delaware National Guard
Director, Human Resources

DISTRIBUTION:
1 – Requesting Official
1 – DNG Website

SUMMARY OF DUTIES AND RESPONSIBILITIES

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

- As the Station Captain, provides immediate oversight and direction of day-to-day operations at a fire station for an assigned shift. Supervises two or more crews, each including a Crew Chief and three or more firefighters, at least one Driver-Operator, and one piece of motorized firefighting equipment in firefighting and crash-rescue operations. Plans and assigns work to be accomplished by subordinates based on priorities and deadlines, selective consideration of the difficulty and requirements of assignments, and the capabilities of employees. Coordinates with captains on other shifts concerning matters of work accomplishment, training, priorities, and procedures. Provides recommendations to higher levels of supervision for appointment, promotion, retention, and reassignment of employees. Counsels employees on work and basic terms of employment and benefits. Identifies developmental and training needs of station personnel and makes arrangements to meet those needs. Hears and resolves employee complaints and refers the more serious complaints and group grievances to supervisor for resolution.
- Directs the operation of firefighting vehicles such as pumpers, aerial ladder trucks, and crash-rescue trucks. Directs crew(s) to the scene of the fire following a predetermined route or selecting an alternate when necessary. Supervises positioning of firefighting vehicle(s) considering factors such as wind direction, rescue, sources of water, hazards from falling structures, and location of armament on aircraft. Takes charge of all firefighting activities at the scene in the absence of the Fire Chief or Assistant Fire Chief. Directs the operation of pumps, turrets, extended waterways, ground sweep nozzles, and other similar equipment. Determines proper pressures, the number of lines, and relays requirements to the booster pumper. When operating a crash truck, maneuvers vehicle to keep the fire in optimum range while ensuring that backflash or flashover will not occur. Maintains constant awareness of levels in self-contained tanks and warns other firefighters when tanks are close to running dry. Directs the training of other firefighters on driving vehicles and operating equipment.
- Supervises the performance of crash-rescue and firefighting duties at airfields handling complex aircraft (e.g. fighters, bombers, cargo, passenger). Aircraft carry large volumes of fuel, conventional and sometimes nuclear weapons, and/or highly flammable or explosive cargo. Maintains constant awareness of the frequent changes in cockpit design, ordinance placement, and cabin layouts to determine how they affect the difficulty of rescue and firefighting. Directs the application of water through turrets, extended waterways, and handlines to cool weapons and ammunitions during rescue, and operation or deactivation of specialized mechanisms and systems such as hatch or canopy release mechanisms, ejection seat mechanisms, or oxygen supply systems. Sometimes uses special tools developed for the particular mechanism. Performs standby duty during aircraft refueling and defueling, engine maintenance and testing, welding and burning on fueled and/or armed aircraft, ammunition handling or other special circumstances.
- Supervises the performance of structural firefighting duties for a variety of facilities which may include research and/or large industrial complexes; hazardous materials (HAZMAT) containment and control duties; and/or Basic Life Support duties. Performs prefire planning by physically going through structures to become familiar with the layout, fire hazards, and location of fixed fire protection systems. Supervises firefighters in performing Basic Life Support and/or HAZMAT technician containment and control duties. May assist in the development of special protective services for structures imposing extreme hazards. Supervises employees in controlling and extinguishing fires by operating hoses, ladders, and hydrants.
- Supervises the rescue of personnel and immediate first aid measures to alleviate further injury and prepare the victim(s) for transport to a medical facility. Uses direct pressure and/or tourniquets to stop bleeding, checks windpipe for obstructions, performs CPR, and/or provides other appropriate assistance. Directs and participates in regular training and exercises as required.
- Supervises the maintenance of firefighting equipment and fire station facilities. Directs and/or demonstrates functional tests and inspections. Directs/demonstrates preventive maintenance on equipment and housekeeping duties associated with facilities.
- Complies with health, safety, security, and environmental rules and procedures and performs work in a manner that enhances the safety of the work environment. Ensures federal, state, and local protection/prevention ordinances and building codes concerning health, safety, security, and the environment are strictly adhered to. Uses and assures proper fit of required safety equipment and clothing. Reports all known violations to the proper authorities when discovered

SIGNIFICANT INFORMATION PERTAINING TO THIS POSITION

- Employee must participate in a mandatory physical fitness testing program
- Employee must meet medical standards IAW OPM GS-0081 Series and DoD Manual 6055.5
- This is a Testing Designated Position. The employee is subject to random drug testing (IAW HQ-USAF letter dated 29 Jan 90).
- The employee is required to work a 56-hour week on a 48 hour on/96 hour off basis which includes weekends and holidays. May be subject to recall.

QUALIFICATION REQUIREMENTS:

GENERAL EXPERIENCE:

Specialized experience required

SPECIALIZED EXPERIENCE:

DoD/ProBoard Required Certifications: Airport Firefighter (includes Firefighter I, II), Hazmat Operations (includes Hazmat Awareness), Apparatus Driver Operator- Aircraft Rescue and Firefighting, Apparatus Driver Operator- Pumper, Apparatus Driver Operator- Mobile Water Supply (MWS), Fire Officer I, Fire Instructor I, Fire Inspector I

Must have at least 24 months experience, education, or training controlling or extinguishing fires as a member of an organized military, industrial, volunteer, or governmental fire department or brigade. Have experience in rescue operations; experience in detection, reduction, or elimination of potential fire hazards; experience in operation of fire communications equipment; experience in controlling hazardous materials incidents; and, developing, implementing, or providing training in fire protection and prevention.

SUBSTITUTION OF EDUCATION FOR SPECIALIZED EXPERIENCE: see required certifications

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)