

UPDATED

**DELAWARE NATIONAL GUARD
STATE POSITION VACANCY ANNOUNCEMENT**

ADMINISTRATIVE DATA:

Position Title:	Announcement Number:	Opening Date:	Application Deadline:
Environmental Protection Specialist	PVA # 12-26	19-Nov-25	31-Dec-25
Position Description #:	Position Number:	Pay Scale & Grade:	Salary Range:
S86240-05 / S86240-04	6724	GS-11/09	\$67,339.00 - \$105,911.00
Appointment Type:	Military Requirement:	Department:	Occupational Series:
Permanent	Non-Dual Status	Army	0028
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.dearnng.list.hro-state@army.mil Phone: 302-326-7477		CFMO-Environmental Branch-River Road Training Site New Castle, DE 19720	

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.dearnng.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.

Maureen K. Mulrooney
Lieutenant Colonel, DE ANG
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

- The primary purpose of this position is to provide guidance and assistance on matters relating to the development, execution, and maintenance of environmental protection plans and programs.

- The employee plans, develops, organizes, administers, evaluates and coordinates one or more environmental protection programs. Manages one or more environmental program areas such as: Resource Conservation and Recovery Act; National Environmental Policy Act (NEPA); Clean Air Act; Clean Water Act; Emergency Planning and Community Right-to-Know Act; Pollution Prevention Act; Toxic Substance Control Act; Solid Waste Management; and Wastewater and Storm Water Programs. Identifies environmental compliance and conservation projects. Outlines environmental policy, identifies long and short-term goals and objectives, and develops project plans for each assigned program. Projects are typically implemented to update, amend or adapt existing or emerging programs to include best available technologies, theories and techniques.

- Employee functions as an audit team leader to conduct inspections of installation facilities and operations to ensure compliance with environmental laws, regulations and installation plans and policies. Ensures monitoring equipment is accurately calibrated and functioning properly. Serves as a focal point and subject matter expert for assigned programs when environmental regulatory personnel and/or external auditors visit and inspect the installation. Prepares and submits reports to the Installation Corrective Action Plan (ICAP) and follows up on findings of noncompliance and notices of violations.

- Identifies, develops and manages required permit applications and plans, and ensures permits remain current in accordance with pertinent regulations and guidance. Advises and collaborates with relevant installation, local, federal, or state organizations to develop new procedures for addressing violations or complying with updated program requirements.

- Reviews plans, specifications, and cost estimates for a variety of projects for procurement by contract in support of the environmental program. Responsible for ensuring preparation of documentation to satisfy NEPA requirements for facilities, logistics and operations projects when warranted.

- Coordinates, schedules, and manages supporting activities for relevant meetings addressing environmental matters. Develops agenda items, monitors action items, facilitates presentation preparation, and ensures comprehensive staff coordination. Manages issues related to environmental conformance, compliance, and remediation efforts. Provides counsel to senior leadership, supervisors, staff, and operational personnel on environmental conformance, compliance, and pollution prevention initiatives. Creates and delivers environmental training programs aligned with current installation priorities and operational practices.

SIGNIFICANT INFORMATION PERTAINING TO THIS POSITION

This is a ladder position with entry grade level of GS-09 and full promotion potential of GS-11.

Must possess or be able to obtain and maintain a state driver's license.

QUALIFICATION REQUIREMENTS:

GENERAL EXPERIENCE:

Specialized experience required for this position.

SPECIALIZED EXPERIENCE:

GS-11: Minimum of 1 year experience at the GS-09 level or equivalent showing knowledge of environmental program principles and procedures. Experience using data gathering and analysis techniques and conducting inspections. A Ph.D. or equivalent doctoral degree OR 3 full years of progressively higher level graduate education leading to such a degree can be substituted for experience.

GS-09: Minimum of 1 year experience at the GS-07 level or equivalent showing knowledge of established principles, concepts, and methods of environmental protection work, as well as understanding of one or more environmental sciences or related fields. A Master's or equivalent degree OR 2 full years of progressively higher graduate education leading to such a degree can be substituted for experience.

SUBSTITUTION OF EDUCATION FOR SPECIALIZED EXPERIENCE: see specialized experience.

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 two year probationary period. The probationary period is the initial two years 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. (OPM Memorandum - "Initial Guidance on President Trump's Executive Order Strengthening Probationary Periods in the Federal Service", 28 April 2025)