



# Able Seaman (W)

## JOB OPPORTUNITY ANNOUNCEMENT

Announcement #:	26-161-01EXOC		
Title, Series, Grade (Code)	Able Seaman (W) WM 9924-9 (161)		
Base Salary:	<p>\$61,896 Per annum. <b>A recruitment incentive is authorized for eligible selectees and requires a service agreement. Please visit: <a href="https://sealiftcommand.com/recruitment-bonus">https://sealiftcommand.com/recruitment-bonus</a> for details. Incentive is paid as a lump sum at the beginning of employment with the Command. Mixed Work Schedule, VEOA candidates and Annuitants selected for employment as Able Seaman are not eligible for recruitment incentives.</b></p>		
Type of Appointment:	Excepted Service Career-Conditional		
Opening Date:	October 1, 2025	Closing Date	Open Continuously with Periodic Cut-Offs
Location:	Military Sealift Command (MSC) Vessels Worldwide		
Who May Apply:	<p>All United States citizens and current Military Sealift Command Civil Service Mariner (CIVMAR) eligible to apply under the Veterans Employment Opportunities Act (VEOA). Active Duty Service Members (ADSMs) must submit a certification (i.e., statement of service) at the time of application which certifies that the service member is expected to be discharged or released from active duty service under honorable conditions not later than 120 days after the date the certification is submitted. Relocation expenses are not authorized for this position.</p>		
Duties:	<p>The Able Seaman is a Civil Service Mariner (CIVMAR) employed by the Navy to serve the Military Sealift Command (MSC) onboard naval auxiliaries and hybrid-manned warships worldwide, in peace and war. MSC exists to support the joint warfighter across the full spectrum of military operations. MSC provides on time logistics, strategic sealift, as well as specialized missions anywhere in the world, in contested or uncontested environments.</p> <p>The Able Seaman (W) is a position in the Deck Department aboard ship both at sea and in port. The incumbent is under the direct supervision of the Licensed Officers during regular operations. During UNREP/VERTREP, the AB(W) is normally assigned duties on the bridge or in aft steering, but may be assigned other duties under the</p>		

direct supervision of the Boatswain(s) or Boatswain Mate(s). May be called out at any time when needed for operations, mandatory overtime, in an emergency situation and shall perform all duties assigned, and will be compensated in accordance with the CMPI.

As a bridge watch stander, will be thoroughly familiar with deck watch standing procedures. Must be a qualified UNREP Helmsman and lookout. As a lookout, incumbent should be familiar with the rules of the road and bouyage system. As an UNREP helmsman, the must have knowledge of the steering system onboard including emergency steering procedures and equipment. The AB(W) is expected to know all helm orders and be able to steer reliably, including alongside other ships during underway replenishment.

During arrival, departure, shipyard docking and undocking evolutions, the AB(W) shall be ready to report to any assigned line handling station and assist in the preparation of heaving and mooring lines as necessary. Incumbent must have a complete knowledge and understanding of all line handling commands and be prepared to inform the Person in Charge of the line handling evolution of any dangerous situations that may be developing or existing, being immediately prepared to respond as directed.

Expected to perform security force duties, maintain small arms qualifications and take other shipboard security training. While on watch in port, the will provide gangway and roving patrol security and is required to know and execute the Force Protection (FP) requirements as designated by the FP plan for the specific port of call and be thoroughly familiar with pre-planned responses including bomb threats. Should also be familiar with and have a working knowledge of any installed intrusion detection systems.

Shall be thoroughly familiar with immediate actions in the event of fire and emergency responses. Expected to be well-trained and proficient member of fire, repair, and Chemical Biological and Radiological Defense (CBRD) parties. Responsible for learning the location and use of emergency equipment, lifesaving equipment, damage control equipment, safety equipment and become proficient in its use as well as being able to instruct other crewmembers in its use. As qualified lifeboat man, may be called upon to take charge of lifeboat launching or assist as directed. May also be called upon to be a

	<p>crewmember in the ships Fast Rescue Boats (FRB). The AB(W) is responsible for securing of the ship for sea while observing the highest standards of good seamanship and common sense. Securing of the ship for sea includes, but is not limited to, swinging in of lifeboats and gripping them securely; taking in and securing the gangway; lowering of cargo booms to cradles; lashing cargo gear; stowing ship's mooring lines; securing cargo hatches; securing MHE; stowing all loose deck gear and the general securing of gear adrift. May be called upon to take soundings of ballast tanks, cargo fuel tanks, voids and cofferdams.</p> <p>Everything in this Position Description is considered to be an essential function of this position. Performs other duties as assigned.</p>
Minimum Eligibility Requirements:	<p>Must possess and maintain:</p> <ol style="list-style-type: none"> <li>1. U.S. Regular Passport (also referred to as a tourist or blue passport) with minimum of seven (7) months of expiration date.</li> <li>2. Transportation Workers Identification Card (TWIC) with a minimum of ten (10) months remaining of expirations date.</li> <li>3. United States Coast Guard (USCG) Merchant Mariner's Credential(MMC), with a minimum of ten (10) months remaining of expiration date with the following endorsement(s): <ul style="list-style-type: none"> <li>• Able Seafarer Special (or higher) <b>AND</b></li> <li>• STCW Able Seafarer - Deck</li> </ul> </li> <li>4. USCG Medical Certificate w/o limitations.</li> </ol>
Evaluation Criteria:	<p>Applicants who meet the minimum eligibility requirements described above will be further evaluated. Documented knowledge, skills, and abilities, education, training, and awards contained in the application package and resume will be reviewed and rated to determine the degree to which applicants possess the required knowledge, skills, and abilities listed below that are essential to perform the duties and responsibilities of the position for which applications are being considered.</p> <ol style="list-style-type: none"> <li>1. Knowledge of watch standing, lookout, and underway bridge procedures.</li> </ol>

	<p>2. Ability to steer the ship to a precision of <math>\pm 0.5</math> degrees in sea state 2 or less, <math>\pm 2.0</math> degrees in sea state 3 and above.</p> <p>3. Ability to perform general maintenance, sanitation and upkeep of bridge and gangway areas.</p> <p>4. Knowledge of Security Force procedures and pre-planned responses.</p> <p>5. Ability to proficiently use small arms.</p> <p>6. Knowledge of shipboard safety and firefighting equipment, and emergency responses.</p> <p>Related MSC, military, and/or commercial experience, etc., will also be part of the rating process.</p>
Conditions of Employment:	<p>1. CIVMAR positions are subject to drug urinalysis testing. As the laws for marijuana usage become legal for some states, it is still illegal at the Federal level and will have the same impact on suitability and security as it did before.</p> <p>2. Able to obtain and maintain security clearance eligibility and assignment to a sensitive position.</p> <p>3. You will be required as a condition of employment to obtain and maintain a U.S. Special Issuance Passport (also referred to as an official or maroon passport).</p> <p>4. A CIVMAR who occupies this rating or position while sailing on MSC Government Owned, Government Operated (GOGO) vessels is required to use Fall Protection Arrest System (FPAS) safety equipment in order to carry out essential functions of their rating or position. Therefore, the incumbent is required to maintain a mass body weight of no more than 295 Pounds.</p> <p>5. Able to successfully pass the physical examinations (arranged by MSC) and maintain MSC medical, dental, and mental requirements. Participate in vaccine immunization; including a tuberculosis (TB) screening test is also required. TB screening is not provided at the MSC-arranged medical examination, but can usually be obtained from your personal medical provider or free at any local public health clinic. If you have previously had a positive TB skin test (i.e. a CONVERTER or REACTOR), another skin test is not required. You must instead provide the medical department written proof that you have completed</p>

	<p>treatment with medicine (i.e. INH), or that you have started treatment with medicine, or that such treatment is not warranted as determined by competent medical authority.</p> <ol style="list-style-type: none"> <li>6. Attend and successfully complete all mandatory training courses, including personal survival, which requires the ability to float in the water for a minimum of sixty (60) seconds.</li> <li>7. Be ready, willing, and able to physically perform the duties of this position worldwide at all times.</li> <li>8. Be ready, willing, and able to work in a shipboard environment and wear protective equipment worldwide at all times.</li> <li>9. Entry-level positions require candidates to pass an English language competency test.</li> <li>10. Participate in direct deposit/electronic funds transfer as the standard method of payroll payments.</li> <li>11. Capable of speaking, understanding, reading and writing the English language.</li> </ol> <p><b><u>NOTE:</u></b></p> <ol style="list-style-type: none"> <li>a. The tentative offer of employment will be rescinded if the selectee fails to report to any of the scheduled appointments, fails the physical examination, fails the language competency test, fails the drug test, fails to disclose employment information, fails to report to new employee orientation, or is unable to obtain a security clearance.</li> <li>b. On a case-by-case basis, an applicant who accepts a tentative offer of employment will be required to provide a VA Rating Decisions and/or Office of Worker's Compensation Program (OWCP) Scheduled Awards.</li> </ol>
How to Apply:	<p>All applications for employment with Military Sealift Command must be submitted through <a href="http://www.sealiftcommand.com/start-the-process">www.sealiftcommand.com/start-the-process</a>.</p> <p>To begin the process you must submit an <u>Information Request Form (IRF)</u>.</p> <p>Your IRF submission will create a secure online profile after which you will receive an email to verify your account. Once verified, you will be able to complete the application process. Applications for this position can only be submitted during the announcement open period</p>

(Eastern Standard Time). Please note the email address you create will be used by the Command to correspond with you.

In addition to meeting the minimum conditions of employment, you will be required to **scan and upload .jpg or .pdf** files of the following documents:

1. Front and back of United States Coast Guard Merchant Mariner's Credential (MMC), Transportation Worker Identification Credential (TWIC), United States Coast Guard license, and/or STCW certificate, and U.S. Passport.

2. Relevant professional certificates as applicable for this position i.e. American Culinary Federation (ACF), Environmental Protection Agency (EPA) Universal, Global Maritime Distress and Safety System (GMDSS), Security Plus, etc.

3. If you are a current or former federal government employee, a copy of your most recent Notice of Personnel Action (SF-50).

4. If you served in the U.S. military service, you must provide a copy of your Certificate of Discharge (DD-214) that shows the type of discharge you received. This information is located under the "Character of Service" block of your DD-214. If you are claiming 10 points or higher veteran's preference you must provide supporting documentation such as a completed Application for Preference (SF-15) [www.opm.gov/forms/pdf\\_fill/SF15.pdf](http://www.opm.gov/forms/pdf_fill/SF15.pdf). Additional information on veteran's preference is available at <http://www.fedshirevets.gov/>. You will also be required to provide a copy of the VA Rating Decisions upon accepting the tentative offer of employment.

5. Last five (5) years of performance evaluations (if available) and training certificates applicable to the position you are applying for.

6. Job related honors, awards, and special accomplishments; for example, military, government or recognized professional organizations related to the maritime field and performance awards.

**You will be able to upload and store versions of these documents in your secure online profile. NOTE: It is the applicant's responsibility to ensure that the documents scanned and uploaded are legible. You have the ability to crop and view each document that is uploaded.**

	<p><b>You will not be able to submit an application unless you have uploaded the required documentation as indicated here.</b></p> <p><b>Applicants may be interviewed prior to being selected for employment.</b></p>
How To Contact Us:	<p>If you require technical support, please use the support tab located in the top right corner of the Start the Process page <a href="http://www.sealiftcommand.com/start-the-process">www.sealiftcommand.com/start-the-process</a>. This will generate an email a message for you to submit your issue. Emails will be responded to during business hours M-F 0800 - 1700 CST.</p> <p>If you have any questions regarding the position or to follow up on an application submitted, please email us at <a href="mailto:civmar@sealiftcommand.com">civmar@sealiftcommand.com</a> or call us at (757) 341-4610 or (757) 341-4611, or our toll-free recruitment hotline at 1-877-562-7672 during the hours of 0700 to 2000 EST.</p>
NOTE:	<p><b>FAILURE TO PROVIDE REQUIRED INFORMATION REQUESTED FOR THIS POSITION WILL ADVERSELY AFFECT YOUR ELIGIBILITY.</b></p> <p>Federal job applicants who make a false statement in any part of the application could be turned down for the job, fired after beginning work, or subject to fine, imprisonment (U.S. Code, Title 18, Section 1001), or other disciplinary action.</p> <p><u>Employment of Federal Civilian Annuitants:</u> Selection of CIVMAR annuitants for MSC positions must be approved by the Director for Civilian Human Resources. Annuitants serve at the will of the appointing officer.</p> <p><u>Benefits Information:</u> In accordance with section 9902(h) of title 5, United States Code, annuitants reemployed in the Department of Defense shall receive full annuity and salary upon appointment. They shall not be eligible for retirement contributions, participation in the Thrift Savings Plan, or a supplemental or re-determined annuity for the reemployed period. Discontinued service retirement annuitants (i.e., retired under section 8336(d)(1) or 8414(b)(1)(A) of title 5, United States Code) appointed to the Department of Defense may elect to be subject to retirement provisions of the new appointment as appropriate. (See DoD Instruction 1400.25, Volume 300, at <a href="http://www.dtic.mil/whs/directives">http://www.dtic.mil/whs/directives</a>.)</p> <p>Annuitants are not eligible for recruitment and retention incentives.</p>

	<p><b>YOU MAY NOT BE HIRED IF YOU FAIL TO REPORT:</b></p> <ol style="list-style-type: none"> <li>1. Previous security clearance issues (intents to deny or the revocation of security clearances).</li> <li>2. Debts.</li> <li>3. Previous felony convictions where actual time was served in jail for more than one (1) year.</li> </ol> <p>Any questions relative to this issue should be directed to the CIVMAR Support Center at 866-562-7672.</p>
<p>MILITARY SEALIFT COMMAND IS AN EQUAL OPPORTUNITY EMPLOYER.</p>	<p>All applicants meeting minimum qualifications will receive consideration without regard to age, sex, race, color, religion, national origin, lawful political affiliation, non-disqualifying disability, marital status, ethnicity, or other personal condition unrelated to the applicant's basic ability to perform satisfactorily. Please visit <a href="https://civmar.sealiftcommand.com/eeo">https://civmar.sealiftcommand.com/eeo</a> for more information. Determinations of whether an accommodation is appropriate shall be made by the agency as soon practicable, after the initial application process and shall be made with regard to all applicable statutes and regulations. If assistance is required to complete the application process, interested applicants should call our CIVMAR Support Center at the above number and refer to the "How to Apply" section of this announcement.</p>

