Third Officer - Trainee

JOB OPPORTUNITY ANNOUNCEMENT

Announcement #:	27-109-01EXOC		
Title, Series, Grade (Code)	Third Officer(Trainee)- Developmental Position WM-9907-26		
Base Salary:	$72,935 Per annum. Recruitment incentives not authorized.		
Type of Appointment:	Excepted Service Career-Conditional		
Opening Date:	October 5, 2026	Closing Date	Open continuously with periodic cutoffs
Location:	Military Sealift Command (MSC) Vessels Worldwide		
Who May Apply:	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.		
Duties:	The **Third Officer (Trainee)** is a civil service mariner (CIVMAR) in a **developmental training status**, 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. This position is a **developmental role** created to build a pipeline of qualified talent and grow a skilled workforce through structured training, credentialing, on-the-job learning, and real-world experience, ultimately preparing the incumbent for promotion into the fully qualified **Third Officer** role. This **hybrid shore/underway developmental position** supports the structured training, certification, and credentialing of motivated individuals who aspire to become fully credentialed **Third Officers**. The trainee will first complete foundational training in a shore-based status. Once core readiness requirements are met (e.g., medical clearance, mandatory certifications, security access), the individual may be assigned to limited **underway periods to fulfill training**		

objectives, not to assume full-duty status. This approach supports MSC's long-term mission readiness by growing a stronger, more sustainable workforce from within.

Under close supervision of MSC Deck leadership, the developmental **Third Officer** will assist in the responsibilities of the Deck Department, while progressively developing independent technical skills. The incumbent will also support preventive maintenance efforts, recordkeeping (e.g., SAMM), and Quality Assurance observations under the direction of senior engineers. **Underway assignments may be scheduled once minimum training and safety prerequisites are met.**

The trainee will work under the mentorship of the Chief Officers and receive tasking and technical supervision from the Master. The developmental assignment will be tailored to individual progress and completion of required certifications and training milestones.

DEVELOPMENTAL PHASE GOALS:

- Build foundational knowledge and proficiency in navigation, shipboard operations, and watchstanding.
- Gain hands-on experience supporting safety, security, environmental, and emergency response programs.
- Develop confidence and competence in executing duties under the supervision of senior officers.
- Learn to apply operational procedures and regulations consistently and accurately.
- Contribute to the readiness and training of junior crew members through observation, participation, and support.
- Progressively assume more responsibility in routine and emergent shipboard operations.
- Prepare for full qualification as a Third Officer capable of independent watchstanding and leadership duties.

Upon successful completion of all program requirements and endorsement acquisition, the trainee may be eligible for promotion or reassignment to a full-duty **Third Officer sailing billet.**

> *A Third Officer is a member of the Deck Department. Serves as a deck Watch Officer and assists the Master and senior deck officers in carrying out their responsibilities; and in their absence may assume command of the ship. May be called upon to assist the Navigation/Operations Officer or Operations personnel with conducting various duties associated with*

	communicating with military units. May be required to stand watch during naval operations that require the securing of electromagnetic navigation aids such as radar and bridge to bridge radio, or the extinguishing of navigational lights. May be required to maneuver and conduct naval operations; these may include underway connected replenishment and vertical replenishment evolutions, tactical signaling, formation steaming, torpedo evasion tactics, and other plans. May be assigned collateral duties of Assistant Damage Control Officer, Chemical, Biological, and Radiological Defense Officer, or Special Service Officer or others as directed. *A Third Officer, as directed/designated by the Chief Mate: (1) makes timely and frequent inspection of all lifesaving equipment onboard the vessel, including lifeboats, life rafts and associated securing devices, and any other equipment; (2) performs duties of CBR-Readiness Officer, provides direct input to the First Officer about CBR training and readiness of the vessel/crew to counter all threats; keeps informed on all matters concerning radiacs, the ship's fire main system and any other material condition reports having a direct impact on the ship's CBR status.* *A Third Officer assists with the timely and accurate update of the ship's navigational publication library and electronic chart system under the direction of the Second Officer (W). Makes chart corrections or post chart correction cards only with the permission of the Master and under the supervision of the Second Officer (W). Must be able to effectively use applicable shipboard software applications. Must be able to use, inspect, and monitor all bridge navigation equipment using GMDSS. Must be able to properly communicate with radio telephone.* *During at sea periods, a Third Officer; (1) maintains the watch in accordance with USCG, COMSC, and the Master's instructions or standing orders; (2) ensures that the Watch is properly trained in standard helm commands and lookout duties and; (3) responds to a steering casualty scenario, a man overboard incident, ship's security violation, and emergency maneuvering situations.* *A Third Officer maintains a proper lookout and an accurate ship's position at all times while on watch. Provides the Master information immediately about ship's position, course, and speed, using any and all means available. Adheres to the Collision Regulations (COLREGS) Rules of the Road unless directed by the Master or Commanding Officer to divert from one or more of them for military operational reasons. Unless directed by the Master, maintains a continuous radar/surface plot of all surrounding traffic to a scale appropriate to the traffic situation. During periods of restricted visibility, heavy traffic, any emergency or when in doubt, contacts the Master, providing him/her ample time to survey the situation and make an informed decision.* *During in port periods, a Third Officer conducts the watch in a proper and safe manner, including the safe and appropriate lighting of the vessel at night. Maintains a proper security*

	posture, properly tended mooring lines; and, an alert, attentive gangway watch. Ensures accurate communications between the Deck and Engine Watch so as to remain alert for conditions of fire or flooding, or any incidents that may hamper damage control efforts. Performs duties consistent with Federal, Local and Command oil and environmental pollution regulations whenever fuel is being transferred during his/her watch. As a deck officer, must maintain a proper uniform IAW CMPI. All duties and development activities are essential to the position. Performs additional assignments related to training and workforce development as directed.
Minimum Eligibility Requirements:	**MINIMUM ELIGIBILITY REQUIREMENTS:** • Must be a United States Citizen of at least 18 years of age. • Possess and maintain a valid U.S. Passport with a minimum of ten (10) months remaining of expiration date. • Possess and maintain a Transportation Workers Identification Card (TWIC) and/or Department of Defense (DOD) Common Access with a minimum of ten (10) months remaining of expirations date. • United States Coast Guard (USCG) Medical Certificate without any Limitations/Restrictions, with a minimum of ten (10) months remaining of expiration date. • 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): Ordinary Seaman, Wiper, Stewards Department (FH) with a minimum of ten (10) months remaining of expiration date. **LICENSING AND/OR CERTIFICATION REQUIREMENTS:** • Graduate of the United States Naval Academy (USNA) and a qualified Surface Warfare Officer (SWO) with a minimum of 4 years of cumulative sea duty aboard commissioned surface warships **OR** • Surface Warfare Officer (non-USNA graduate) with a minimum of 5 years of cumulative sea duty aboard commissioned surface warships; or other branches of the military as Marine Deck Officer (Army), or Deck Afloat Officer (USCG). **OR** • Commercial Able Seafarer Unlimited with STCW Able Seafarer Deck endorsement and experience in leadership,

	management, navigation, ship handling, engineering, damage control, or maritime warfare and a minimum of 1,100 days of service in the deck department with 180 days of bridge watch standing duties under the supervision of the master or a qualified officer on vessels of unlimited tonnage. **PREFERRED QUALIFICATIONS:** • Designation as Navigator or Assistant Navigator Navigation Expert aboard surface ships • Degree from an accredited Maritime Academy, or equivalent maritime education.
Evaluation Criteria:	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. **LICENSING AND/OR CERTIFICATION REQUIREMENTS:** • Graduate of the United States Naval Academy (USNA) and a qualified Surface Warfare Officer (SWO) with a minimum of 4 years of cumulative sea duty aboard commissioned surface warships, **Yes/No** **OR** • Surface Warfare Officer (SWO) (non-USNA graduate) with a minimum of 5 years of cumulative sea duty aboard commissioned surface warships; or other branches of the military as Marine Deck Officer (Army), or Deck Afloat Officer (USCG). **Yes/No** **OR** • Commercial Able Seafarer Unlimited with STCW Able Seafarer Deck endorsement and experience in leadership, management, navigation, ship handling, engineering, damage control, or maritime warfare and a minimum of 1,100 days of service in the deck department with 180 days of bridge watch standing duties under the supervision of the master or a qualified officer on vessels of unlimited tonnage. **Yes/No**

	PREFERRED QUALIFICATIONS: • Designation as Navigator or Assistant Navigator Navigation Expert aboard surface ships. **Yes/No** • Degree from an accredited Maritime Academy, or equivalent maritime education. **Yes/No** Related MSC, military, and/or commercial experience, etc., will also be part of the rating process.
Conditions of Employment	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. 2. Able to obtain and maintain security clearance eligibility and assignment to a sensitive position. 3. 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 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. 4. 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. 5. Be ready, willing, and able to physically perform the duties of this position worldwide at all times. 6. Be ready, willing, and able to work in a shipboard environment and wear protective equipment worldwide at all times. 7. Entry-level positions require candidates to pass an English language competency test.

	8. Participate in direct deposit/electronic funds transfer as the standard method of payroll payments. 10. Capable of speaking, understanding, reading and writing the English language. ***NOTE:*** 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. 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.
How to Apply:	All applications for employment with Military Sealift Command must be submitted through www.sealiftcommand.com/start-the-process. To begin the process you must submit an Information Request Form (IRF). 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 (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; Global Maritime Distress and Safety System (GMDSS).

	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 Joint Service Transcript (JST), Electronic Training Jacket (ETJ) and Certificate of Discharge (DD-214) that shows the type of discharge you received or Statement of Service. 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. 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.** **You will not be able to submit an application unless you have uploaded the required documentation as indicated here.** **Applicants may be interviewed prior to being selected for employment.**
How To Contact Us:	If you require technical support, please use the support tab located in the top right corner of the Start the Process page www.sealiftcommand.com/start-the-process. 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. If you have any questions regarding the position or to follow up on an application submitted, please email us at civmar@sealiftcommand.com 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.

NOTE:	**FAILURE TO PROVIDE REQUIRED INFORMATION REQUESTED FOR THIS POSITION WILL ADVERSELY AFFECT YOUR ELIGIBILITY.** 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. Employment of Federal Civilian Annuitants: 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. Benefits Information: 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 Stated 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 http://www.dtic.mil/whs/directives.) Annuitants are not eligible for recruitment and retention incentives. **YOU MAY NOT BE HIRED IF YOU FAIL TO REPORT:** 1. Previous security clearance issues (intents to deny or the revocation of security clearances). 2. Debts. 3. Previous felony convictions where actual time was served in jail for more than one (1) year. Any questions relative to this issue should be directed to the CIVMAR Support Center at 866-562-7672.
MILITARY SEALIFT COMMAND IS AN EQUAL OPPORTUNITY EMPLOYER.	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 https://civmar.sealiftcommand.com/eeo 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.



