



Able Seaman (M) - Trainee

JOB OPPORTUNITY ANNOUNCEMENT

Announcement #:	27-159-01EXOC		
Title, Series, Grade (Code)	Able Seaman(M) (Trainee)- Developmental Position WM 9925-8 (159)		
Base Salary:	\$54,122 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:	<p>The Able Seaman Maintenance (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.</p> <p>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 Able Seaman Maintenance role. This hybrid shore/underway developmental position supports the structured training, certification, and credentialing of motivated individuals who aspire to become fully credentialed Able Seaman Maintenance. 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</p>		

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, the developmental **Able Seaman Maintenance** will assist in the responsibilities of the Deck Department, while progressively developing independent technical skills. **Underway assignments may be scheduled once minimum training and safety prerequisites are met.**

The trainee will work under the mentorship and receive tasking and technical supervision from the Licensed Officers, Boatswains and/or Boatswain Mates. The developmental assignment will be tailored to individual progress and completion of required certifications and training milestones.

DEVELOPMENTAL PHASE GOALS:

- Develop core proficiency in seamanship skills, including line handling, rigging, and anchoring procedures.
- Learn and apply standard maintenance procedures for deck equipment, fittings, and ship structures (e.g., chipping, painting, corrosion control).
- Gain familiarity with safety protocols, emergency response duties, and environmental protection procedures.
- Support cargo operations, fueling evolutions, and underway replenishments under supervision.
- Build knowledge of shipboard terminology, communication practices, and deck department routines.
- Demonstrate proper use and care of personal protective equipment (PPE) and tools.
- Progress toward increased responsibility in maintenance tasks, watchstanding, and support during drills.

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

An Able Seaman (Maintenance) (AB(M)) is a day worker, and as such, works a basic eight (8) hour day, five (5) days per week in the Deck Department aboard ship both at sea and in port. An AB(M) is under the direct supervision of the Licensed Officers, Boatswains and/or Boatswain Mates during regular operations and Boatswain Mates during UNREP and/or VERTREP evolutions.

Although the AB(M) is a dayworker, the AB(M) may be called out at any time when needed for UNREP or VERTREP operations, mandatory overtime or in emergency situations and shall perform all duties assigned and will be provided compensation in accordance with the CMPI.

In port or at sea, an AB(M) performs duties that pertain to the general maintenance, repair, sanitation, and upkeep of material, equipment, and areas that are the responsibility of the Deck Department. Performs general maintenance, such as chipping, scraping, soundings, priming, painting and/or cleaning of the ship's hull, decks, superstructure, cargo gear, smoke stack, lifeboats, rescue boats and/or life rafts, emergency and damage control gear. As a painter, the AB(M) must know how to select and mix paint; how to prepare various surfaces for painting; how to use and clean painting equipment; and the toxic effect of paint and chemical fumes, together with the methods of preventing situations of danger arising while painting.

An AB(M) must be thoroughly familiar with the specific missions of the ship including but not limited to all forms of replenishment at sea (stores, fuel, ammo), vertical replenishment, and associated flight deck operations. Expected to function as cargo handling team, operating booms, cranes, elevators, Material Handling Equipment (MHE), and cargo securing systems in the cargo holds. May also be called upon for tank and or cargo hold cleaning and maintenance.

An AB(M) performs traditional shipboard marlinespike seamanship. As ship's rigger, duties include the splicing of wire cable and rope, swaging, as well as splicing synthetic and natural fiber line. Duties also include reaving and unreaving blocks and falls, overhauling and maintaining both standing and running rigging and the occasional sewing of canvas as well as a working knowledge of the proper ratio of line or rope size to sheave size, cargo loading, discharging, shoring and lashing, rigging cargo nets, slings, ladders, boat fenders, tricing pendants and gangways. Must be familiar and comfortable with the rules for breaking strengths and the safe working load of wire or rope and a complete working knowledge regarding the types and limitations of the purchases used in the ship's cargo gear and the rigging of work stages and boatswain chairs. Also has a working knowledge of ground tackle. Also included, is the general sanitation of the Deck Department spaces that includes sweeping, scrubbing, squeegeeing and wash-downs in general and the sorting and proper disposal of trash and garbage. Shall also be thoroughly familiar with all types Hazardous Material (HAZMAT) in use onboard, proper stowage, proper use, and proper segregation and disposal.

An AB(M) must work aloft or over the side with a boatswain's chair, stage, or man lift utilizing proper personal protective equipment. Must be familiar with and able to safely raise, lower, spot, operate or secure cargo booms and cranes. Must also be able to lubricate ship's deck equipment as necessary, overhaul and/or maintain water-tight doors, hatches and scuttles, hatch covers, blocks and other Deck Department associated gear such as antenna, flag and jack staffs, flight

deck perimeter nets and pneumatic and/or electric hand tools. Shall notify the supervisor of any defects in material or equipment and be fully knowledgeable of all aloft and over the side safety precautions as well as general shipboard safety. Will know and use appropriate personal protective equipment as required.

An AB(M) is expected to be a well trained and proficient member of fire, repair, and Chemical Biological and Radiological Defense (CBRD) parties and may be utilized as a Fire Marshal. Responsible for learning the location and use of emergency equipment, lifesaving equipment, damage control equipment, safety equipment, become proficient in its use as well as being able to instruct other crewmembers in its use. During ship's drills, the AB(M) shall report promptly, properly suited to the assigned emergency station(s). Must be knowledgeable in basic first aid. The incumbent shall be responsible for knowing assigned duties at all drills as directed in the Ship's Station Bill. May be expected to perform security force duties, maintain small arms qualifications and take other shipboard security training.

As a 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 crewmember in the ships fast rescue boats (FRB) and rigid hull inflatable boats (RHIB).

An AB(M) is responsible for securing of the ship for sea 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 with covers on; 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 to safety hazards. During arrival, departure, shipyard docking and undocking evolutions, the AB(M) reports to the assigned line handling station and assists in the preparation of heaving and mooring lines as necessary. 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.

An AB(M) is responsible for reading, understanding and complying with the shipboard Safety Management System (SMS) and all environmental protection and pollution regulations commensurate with the vessel and duties aboard.

AN AB(M) is expected to meet all the knowledge, abilities and expectations of the AB(M) as listed above. In addition, as a bridge watch stander, they will be thoroughly familiar with deck watch standing procedures. Must be a proficient helmsman and lookout. As a lookout, they will put into use their knowledge of the rules of the road and bouyage system. As a helmsman, they are expected to know all helm orders and be able to steer reliably, including alongside other ships during underway replenishment. Must be familiar with the steering system onboard. Must be familiar with all bridge and gangway

	<p><i>equipment alarms and responses. As a gangway watch, they will provide the primary security for the ship.</i></p> <p>All duties and development activities are essential to the position. Performs additional assignments related to training and workforce development as directed.</p>
Minimum Eligibility Requirements:	<p><u>MINIMUM ELIGIBILITY REQUIREMENTS:</u></p> <ul style="list-style-type: none"> • 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. <p><u>LICENSING AND/OR CERTIFICATION REQUIREMENTS:</u></p> <ul style="list-style-type: none"> • Former or current U.S. Navy Boatswain's Mate Petty Officer 2nd Class (BM2), or senior, or other branches of the Military with related experience as Seaman; with a minimum of 5 (five) years combined sea service assigned to a ship, and any combination of the following qualifying options: <ul style="list-style-type: none"> - 540 days or more of deck service on ocean-going vessels; OR - 360 days or more of deck service on vessels of 100 Gross Register Tonnage (GRT) or greater; OR - 360 days or more of service on vessels 65 feet or longer operating on any U.S. navigable waters.

	<p>OR</p> <ul style="list-style-type: none"> • Commercial experience as Utilityman/Ordinary Seaman with experience assigning daily tasks, ensuring work is done safely, and training junior crew members; overseeing all deck work, rigging, and mooring operations; running ship's corrosion control and preservation program to include managing the chipping, painting, and preventative maintenance to combat rust and wear. Experience on oceangoing vessels standing bridge watch, supervising the lookouts and helmsman, and making required announcements over the ship's public address system; and experience as lifeboat operator, AND - 360 days or more of deck service on vessels of 100 Gross Register Tonnage (GRT) or greater; OR - 360 days or more of service on vessels 65 feet or longer operating on any U.S. navigable waters. <p><u>PREFERRED QUALIFICATIONS:</u></p> <ul style="list-style-type: none"> • Qualified as: <ul style="list-style-type: none"> - UNREP Safety Officer - Deck Safety Officer - UNREP Rig Captain - UNREP Rigger - Coxswain (any craft) • Experience with shipboard maintenance documentation and diagnostics.
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> <p><u>LICENSING AND/OR CERTIFICATION REQUIREMENTS:</u></p> <ul style="list-style-type: none"> • Former or current U.S. Navy Boatswain's Mate Petty Officer 2nd Class (BM2), or senior, or other branches of the Military with related experience as Seaman; with a minimum of 5 (five) years combined sea service assigned to a ship, and any combination of the following qualifying options:

	<ul style="list-style-type: none"> - 540 days or more of deck service on ocean-going vessels; OR - 360 days or more of deck service on vessels of 100 Gross Register Tonnage (GRT) or greater; OR - 360 days or more of service on vessels 65 feet or longer operating on any U.S. navigable waters. <p style="text-align: right;">Yes/No</p> <p>OR</p> <ul style="list-style-type: none"> • Commercial experience as Utilityman/Ordinary Seaman with experience assigning daily tasks, ensuring work is done safely, and training junior crew members; overseeing all deck work, rigging, and mooring operations; running ship's corrosion control and preservation program to include managing the chipping, painting, and preventative maintenance to combat rust and wear. Experience on oceangoing vessels standing bridge watch, supervising the lookouts and helmsman, and making required announcements over the ship's public address system; and experience as lifeboat operator, AND <ul style="list-style-type: none"> - 360 days or more of deck service on vessels of 100 Gross Register Tonnage (GRT) or greater; OR - 360 days or more of service on vessels 65 feet or longer operating on any U.S. navigable waters. <p style="text-align: right;">Yes/No</p> <p><u>PREFERRED QUALIFICATIONS:</u></p> <ul style="list-style-type: none"> • Qualified as: <ul style="list-style-type: none"> - UNREP Safety Officer Yes/No - Deck Safety Officer Yes/No - UNREP Rig Captain Yes/No - UNREP Rigger Yes/No - Coxswain (any craft) Yes/No <p>Related MSC, military, and/or commercial experience, etc., will also be part of the rating process.</p>
Conditions of Employment:	<ol style="list-style-type: none"> 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. A CIVMAR who occupies this rating or position while sailing on MSC Government Owned, Government Operated

	<p>(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> <ol style="list-style-type: none"> 4. 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. 5. 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. 6. Be ready, willing, and able to physically perform the duties of this position worldwide at all times. 7. Be ready, willing, and able to work in a shipboard environment and wear protective equipment worldwide at all times. 8. Entry-level positions require candidates to pass an English language competency test. 9. 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. <p><u>NOTE:</u></p> <ol style="list-style-type: none"> 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.
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	<p>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.</p>
How to Apply:	<p>All applications for employment with Military Sealift Command must be submitted through www.sealiftcommand.com/start-the-process.</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 (Eastern Standard Time). Please note the email address you create will be used by the Command to correspond with you.</p> <p>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:</p> <ol style="list-style-type: none"> 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 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

	<p>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.</p> <p>5. Last five (5) years of performance evaluations (if available) and training certificates applicable to the position you are applying for.</p> <p>6. Job related honors, awards, and special accomplishments; for example, military, government or recognized professional organizations related to the maritime field and performance awards.</p> <p>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> <p>You will not be able to submit an application unless you have uploaded the required documentation as indicated here.</p> <p>Applicants may be interviewed prior to being selected for employment.</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 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.</p> <p>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.</p>
NOTE:	<p>FAILURE TO PROVIDE REQUIRED INFORMATION REQUESTED FOR THIS POSITION WILL ADVERSELY AFFECT YOUR ELIGIBILITY.</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>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 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 http://www.dtic.mil/whs/directives.)</p> <p>Annuitants are not eligible for recruitment and retention incentives.</p> <p>YOU MAY NOT BE HIRED IF YOU FAIL TO REPORT:</p> <ol style="list-style-type: none"> 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. <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 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.</p>

