



Third Assistant Engineer - Trainee

JOB OPPORTUNITY ANNOUNCEMENT

Announcement #:	27-309-01EXOC		
Title, Series, Grade (Code)	Third Assistant Engineer (Trainee) - Developmental Position WM-9934-25 (309)		
Base Salary:	\$70,504 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 Third Assistant Engineer (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, 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 Third Assistant Engineer role. This hybrid shore/underway developmental position supports the structured training, certification, and credentialing of motivated individuals who aspire to become fully credentialed Third Assistant Engineers. 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</p>		

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 engineering leadership, the developmental Third Assistant Engineer will:

- Participate in a structured transition program that includes formal instruction, simulator-based training, and hands-on experience with engineering systems and maintenance.
- Learn MSC-specific tools, procedures, and systems such as preventive maintenance management (SAMM), logkeeping (LogBook), and SMS compliance.
- Observe and assist with mechanical repairs, diagnostics, and routine maintenance aboard training platforms or selected vessels while in port or underway.
- Participate in fire and damage control training evolutions, safety drills, and basic shipboard operational procedures.
- Track and report progress toward training milestones and credentialing goals.
- Undergo underway embarkations as necessary to complete specific training requirements, always under close supervision and within the limits of credentialed authority.

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

A Third Assistant Engineer monitors the safe and efficient operation of engineering machinery, equipment and spaces, enters data in logs, and reports special events in the appropriate logs. Performs routine maintenance and repair of engine room machinery and auxiliary equipment; and observes all engine/fire room repairs and work being done by shipyard or other shore side facility. Has the ability to perform assigned duties, carry out instructions safely and efficiently, and take the initiative to perform emergency duties without specific orders or instructions. Manages the cooling water treatment of the water systems on main propulsion engines and auxiliary generators and any other water-cooled engineering systems. Manages potable water, testing and treatment, storage of bulk lube oil and performs routine "WAVIS" or "KITTIWAKE" testing of lube oils in various engineering systems. Must have Shipboard Firefighting and Damage Control every 5 years. Reports to Chief and/or First Assistant Engineer.

	<p><i>As an engineering watch officer, a Third Assistant Engineer is responsible for the safe and correct operation of all engineering machinery and equipment. This includes, but is not limited to starting, securing, and placing into service main propulsion engine(s), boilers and generators; transferring of fuels and lube oils; cleaning strainers and burners; functioning and operating of various engine room auxiliaries such as evaporators, centrifugal lube/fuel oil separators, low and high pressure air compressors, main switchboard electrical equipment, auxiliary boilers, and waste heat boilers, refrigeration compressors/systems, fans and blowers, vacuum pumps, and piping systems such as bilge, ballast, fire, cooling water, sanitary, fuel and lube oil. Correctly operate oily water separators, oil content monitor(s) and properly maintain the oil record book.</i></p> <p><i>A Third Assistant Engineer participates in machinery overhauls, dismantle machinery and equipment, effect repairs to same by replacing or fabricating components, perform subsequent reassembly, operational testing of controls, safeties, shutdowns, and place equipment into service.</i></p> <p><i>A Third Assistant Engineer participates as a lifeboat crewmember and a firefighting and emergency response team member. Ensures that all personnel assigned to watch are aware of their duties during scheduled drills and participates in same.</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 Card with a minimum of ten (10) months remaining of expiration 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 Surface Engineering Community Ratings E6 or senior at time of separation or

application: Electrician's Mate (EM), Engineman (EN), Damage Controlman (DC), Gas Turbine Systems Technician (GS or GSM), Hull Technician (HT), Machinery Repairman (MR) or Machinist Mate (MM); or other equivalent branches of the U.S. Military with the following:

- Experience in operating, maintaining, and managing critical machinery to keep the vessel running in austere, high-stakes environments,
- Experience as a Marine Engineering Officer, Watercraft Engineer or Naval Engineering; and experience as a front-line supervisor, team lead, or work manager.

AND

Five (5) years minimum shipboard experience and Qualified in all of the following:

- Engine Room Operator (or hull-specific equivalent)
- Maintenance Person
- Craftsman/Quality Assurance

OR

- Commercial experience with QMED (Qualified Member of the Engineering Dept.) ratings in Oiler, Junior Engineer, Fireman/Watertender, Pumpman/Machinist, and Electrician/Refrigerating Engineer operating the propulsion and auxiliary machinery of a vessel, standing watch in the engine room, monitoring pressures and temperatures, recording readings in the logbook and assisting the licensed engineers, with the following:

- Minimum of 3 years of cumulative sea duty including EITHER 1,080 days of engine-room service, including 720 days as a QMED (note: 90 days of deck service on vessels of 100 GRT or more is creditable).
- Experience in performing repairs and overhauls on main engines and auxiliary machinery under the direction of the First Assistant Engineer.
- Experience in fabricating and performing precision repairs, not just replacing parts.

PREFERRED QUALIFICATIONS:

- Qualified as **Engineering Officer of the Watch (EOOW)** (any power plant)
- Experience with shipboard maintenance documentation and diagnostics
- Familiarity with MSC platforms or hybrid-manned engineering systems

	<ul style="list-style-type: none"> Degree from an accredited Maritime Academy, or equivalent maritime education
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 Surface Engineering Community Ratings E6 or senior at time of separation or application: Electrician's Mate (EM), Engineman (EN), Damage Controlman (DC), Gas Turbine Systems Technician (GS or GSM), Hull Technician (HT), Machinery Repairman (MR) or Machinist Mate (MM); or other equivalent branches of the U.S. Military with the following: <ul style="list-style-type: none"> Experience in operating, maintaining, and managing critical machinery to keep the vessel running in austere, high-stakes environments, Experience as a Marine Engineering Officer, Watercraft Engineer or Naval Engineering; and experience as a front-line supervisor, team lead, or work manager. <p>AND</p> <p>Five (5) years minimum shipboard experience and Qualified in all of the following:</p> <ul style="list-style-type: none"> Engine Room Operator (or hull-specific equivalent) Maintenance Person Craftsman/Quality Assurance Yes/No <p>OR</p> Commercial experience with QMED (Qualified Member of the Engineering Dept.) ratings in Oiler, Junior Engineer, Fireman/Watertender, Pumpman/Machinist, and Electrician/Refrigerating Engineer operating the propulsion and auxiliary machinery of a vessel, standing watch in the engine room, monitoring pressures and temperatures, recording readings in the logbook and assisting the licensed engineers, with the following: <ul style="list-style-type: none"> Minimum of 3 years of cumulative sea duty including EITHER 1,080 days of engine-room service, including 720 days as a QMED (note: 90 days of deck service on vessels of 100 GRT or more is creditable).

	<ul style="list-style-type: none"> - Experience in performing repairs and overhauls on main engines and auxiliary machinery under the direction of the First Assistant Engineer. - Experience in fabricating and performing precision repairs, not just replacing parts. Yes/No <p><u>PREFERRED QUALIFICATIONS:</u></p> <ul style="list-style-type: none"> • Qualified as Engineering Officer of the Watch (EOOW) (any power plant) Yes/No • Experience with shipboard maintenance documentation and diagnostics Yes/No • Familiarity with MSC platforms or hybrid-manned engineering systems Yes/No • Degree from an accredited Maritime Academy, or equivalent maritime education 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. 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.

	<p>6. Be ready, willing, and able to work in a shipboard environment and wear protective equipment worldwide at all times.</p> <p>7. Entry-level positions require candidates to pass an English language competency test.</p> <p>8. Participate in direct deposit/electronic funds transfer as the standard method of payroll payments.</p> <p>9. Capable of speaking, understanding, reading and writing the English language.</p> <p><u>NOTE:</u></p> <p>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.</p> <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> <p>c. MSC reserves the right to withdraw tentative offers if employment requirements change.</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> <p>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.</p>

	<p>2. Relevant professional certificates as applicable for this position; Environmental Protection Agency (EPA) Universal.</p> <p>3. If you are a current or former federal government employee, a copy of your most recent Notice of Personnel Action (SF-50).</p> <p>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.</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</p>

	(757) 341-4611, or our toll-free recruitment hotline at 1-877-562-7672 during the hours of 0700 to 2000 EST.
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><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 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. Delinquent 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>
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

www.msc.navy.mil/civmar/eeo.htm 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.

