



Able Seaman (M)

MERIT PROMOTION OPPORTUNITY ANNOUNCEMENT

Announcement #	26-162-01MPOC		
Title, Series, Grade, (Code):	Able Seaman (M) WM 9925-08 (162)		
Base Salary:	\$59,127 Per annum		
Opening Date:	October 1, 2025	Closing Date:	Open Continuously With Periodic Cut Offs
Location:	Military Sealift Command (MSC) Vessels Worldwide		
Who May Apply:	Due to critical shortages in this rating, applications will receive immediate consideration upon receipt. Selections will be made until critical shortages no longer exist. Open to all permanent qualified Military Sealift Command (MSC) Civil Service Mariner (CIVMARS) employees. Applicants, who previously applied under POA# 25-162-01MPOC, must reapply, if they wish to be considered for this position.		
Duties:	<p>The Able Seaman (M) 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 (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. The incumbent 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 incumbent 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.</p> <p>In port or at sea, 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. The incumbent performs general maintenance, such as chipping, scraping, soundings, priming, painting and/or cleaning of the</p>		

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.

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. Also the AB(M) is 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.

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. The incumbent 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. The ABM will also have 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. The ABM shall also be thoroughly familiar with all types Hazardous Material (HAZMAT) in use onboard, proper stowage, proper use, and proper segregation and disposal.

Must work aloft or over the side with a boatswain's chair, stage, or man lift utilizing proper personal protective equipment. ABM's must be familiar with and able to safely raise, lower, spot, operate or secure cargo booms and cranes. They 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. The incumbent 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. The ABM will know and use appropriate personal protective equipment as required.

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).

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. 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.

The incumbent shall be 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.

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. They 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. They must be familiar with the steering system onboard. They must be familiar with all bridge and gangway equipment alarms and responses. As a gangway watch, they will provide the primary security for the ship. Responsibilities and general duties may include:

a. Bridge and Gangway watches in accordance with the watch bill.

b. UNREP/VERTREP station and duties as assigned by the Cargo Officer or Chief Mate.

c. Emergency stations as assigned by the Station Bill or Chief Mate.

d. Docking/undocking station as assigned by the Chief Mate.

e. The work may include but not be limited to: Steering the ship, standing lookout, security rounds, gangway watch duties, wake-up calls, tending mooring lines & wires, rigging Pilot ladders, rigging gangways, dumping of trash, bridge and deck maintenance, dropping or hauling anchors, forklift driving, cargo operations, small boat operations, tank cleaning, and sanitation duties.

Expected to use common sense and possess a working knowledge of the following:

1. Shipboard terminology and nomenclature.

2. Proper operation of all Deck Department equipment including davits, winches, forklifts, and the anchor windlass

3. The care, usage, and safe operation of power and hand tools.

	<p>4. Rigging/unrigging of gangways, pilot ladders, accommodation ladders, and H- frames.</p> <p>5. UNREP/VERTREP procedures and operation and use of associated equipment (e.g. cargo/fuel rigs, winches, etc.).</p> <p>6. The location of all deck light switches and detex stations.</p> <p>7. Armed Gangway Watch.</p> <p>Must be able to use applicable software applications.</p> <p>Ensures continuing application and compliance with EEO laws, regulations and policies.</p> <p>Must be eligible to have access to, handle and be qualified in small arms in accordance with OPNAVINST 3591.1.</p> <p>Everything in this Position Description is considered to be an essential function of this position.</p> <p>Performs other duties as assigned.</p>
Minimum Eligibility Requirements:	<p>Must possess current and valid:</p> <ol style="list-style-type: none"> 1. United States Coast Guard (USCG) Merchant Mariner's Credential (MMC) with the following endorsement(s): <ul style="list-style-type: none"> • Able Seafarer Special (or higher) <p>USCG Medical Certificate w/o limitations.</p> <p>NOTE: You must submit copy of your Medical Certificate with application package.</p> <p>COPIES OF CERTIFICATES AND DOCUMENTS ARE NOT REQUIRED BUT ARE TO BE LISTED ON THE MSC PROMOTION APPLICATION FORM UNLESS DOCUMENTATION IS SUPPORTING COMMERCIAL EXPERIENCE OTHER THAN MILITARY SEALIFT COMMAND EXPERIENCE.</p>
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 applicants are being considered.</p>

	<ol style="list-style-type: none"> 1. Ability to perform general maintenance and repair on deck equipment. 2. Knowledge of Seamanship. 3. Knowledge of shipboard safety and firefighting equipment. 4. Knowledge of watch standing to include helmsman, lookout, and underway bridge procedures. 5. Knowledge of cargo operations. <p>To earn the highest rating possible, you are encouraged to submit detailed information of the knowledge, skills, and abilities listed above. Related MSC, military, and/or commercial experience, etc., will also be part of the rating process.</p>
Conditions of Employment:	<ul style="list-style-type: none"> • All MSC Civil Service Marine positions are subject to random drug urinalysis testing and require participation in vaccine immunization program. 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. In order to be permanently promoted for this position, the selectee must: <ul style="list-style-type: none"> • Meet the medical, dental and mental requirements, • 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). • 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 ratings or positions. Therefore, the incumbent is required to maintain a mass body weight of no more than 295 Pounds. • Successfully complete the training requirements, • Be clear of any adverse or disciplinary action, • Be able to obtain and maintain the appropriate security clearances, • Be ready, willing, and able to physically perform the duty of this position worldwide at all times, • Be ready, willing, and able to, work in shipboard environmental conditions, and wear protective equipment worldwide at all times, and

	<ul style="list-style-type: none"> • Have overall "Good" or above evaluation ratings. • Must be eligible to have access to, handle and be qualified in small arms in accordance with OPNAVINST 3591.1.
How to Apply:	<p>ALL documents MUST be postmarked by the cut off or closing date of this announcement (Eastern Standard Time). MSC is not responsible for obtaining documents to include in your package.</p> <p>1. Application packages will not contain national security classified information. Inclusion of classified information is a security violation and WILL disqualify an application from consideration and appropriate administrative or disciplinary action, up to and including removal, WILL be taken. Depending on the severity of the security violation, it may be considered a violation of U.S. criminal law under United States Code Title 18 or Title 50, and appropriate action taken. Should there be a desire to include information that was cited in a Bravo Zulu message regarding performance, the applicant can cite the message DTG and include pertinent UNCLASSIFIED comments in their resume or elsewhere in the application. No change from previous guidance.</p> <p>2. In order to preclude any Privacy Act, HIPAA or other like violations, applications shall not include date of birth, full Social Security Number, references to religion, national origin, sex, race, etc., photographs, CD's, news clippings or medical information/records. With regard to news clippings, articles, or the like - if these documents contain information, experience or accomplishments that are in direct relation to the position that the applicant is applying for, he/she may reference them with a summarized explanatory note. Where and how to do that is left to the applicant's discretion. No change from previous guidance.</p> <p>3. Application packages are to be one-sided and shall not exceed 35 pages (evaluations are excluded from this page limitation). Application packages shall not be stapled, taped, spiral bound, or placed in three ring binders. A paper clip, binder clip, or folder is recommended. Standard business format and font, to the extent practicable (i.e. Courier New, 12 pitch), is recommended. Application packages that exceed the page limitation WILL NOT be considered. No change from previous guidance.</p> <p>4. As noted above, application packages SHALL NOT exceed 35 one-sided pages. The following documents are required</p>

and are to be packaged in the following order:

a. Completed MSC Promotion Application.

b. Resume. All resumes must show sufficient experience and/or education, knowledge, skills, and abilities to perform the duties of the specific position for which applicants are being considered in order to receive maximum credit. Resumes shall include the following information:

(1) Full name.

(2) Highest CIVMAR permanent position held and inclusive dates.

(3) Relevant work experience within the last 5 years including paid and non paid public or private sector work experience related to the job for which applying.

(4) Colleges or universities name, city, and state (with zip code), major(s), type and year of any degree received (if no degree, show total credits earned and indicate whether semester or quarter hour).

c. Summary of ship assignments including position held and dates assigned for at least the last five (5) years. However, if this information is already contained in the resume it is not necessary to duplicate it.

d. Job related training courses (list courses with title and date completed only). Do not submit copies of course completion certificates.

e. Job related honors, awards, and special accomplishments; for example, Military, Government, or recognized professional organizations related to the maritime field and performance awards (give date, type, and short synopsis of accomplishment but do not send documents).

f. Last five (5) years of evaluations signed by supervisory chain-of-command this can include MAP Evaluations. Note that MAP evaluations submitted will be used to validate the MyMSC database and will be extracted from the "package" once the MAP MyMSC data is identified. Evaluations do not count against the 35 page limitation. Applicants are strongly encouraged to request/review their MAP history from the MAP repository prior to submitting their application. It can be not be stress strongly enough that the applicant should try to ensure

	<p>that there are no missing MAP evaluations from their record. Request MAP Overview reports from the following address: MSC_HR_MAP_INBOX@us.navy.mil.</p> <p>5. Except as otherwise stated in the advisory and the specific POA to which the applicant is responding, the overall score will be reduced if the applicant fails to submit required information according to the instructions contained in the advisory or POA.</p> <p>6. Failure to submit required information to show that you meet the minimum qualifications as outlined in the POA will result in the applicant being found ineligible.</p> <p>7. All applications and supporting documents will become the property of MSC and will not be returned to the applicant once submitted. Applicants are encouraged to make copies prior to submission.</p> <p>8. Any questions may be directed to the MSC Employment Division via email at MSC_POAInbox@us.navy.mil. Inquiry responses will be provided within 2 business days.</p>
How To Contact Us:	<p>Completed application packages will be accepted via Regular mail, FedEx, Email, Fax, and hand-delivered.</p> <ul style="list-style-type: none"> • Mail completed packages to: Military Sealift Command Attn: Marine Employment Division N11B2 Bldg SP-64, 471 East C Street Norfolk, VA 23511-2419 • Fax completed packages to the MSC Marine Employment Division at (757) 443-3094. • Email packages to: MSC_POAInbox@us.navy.mil (Subject line of email should contain the announcement number and position title.) • Hand Deliver completed packages to the MSC Marine Employment Division, Bldg SP-312, 581 A Street, Norfolk, VA 23511
NOTE:	<p>FAILURE TO PROVIDE THE 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>
MILITARY SEALIFT COMMAND IS AN EQUAL OPPORTUNITY EMPLOYER.	<p>All applicants meeting minimum qualifications will receive consideration without regard to age, sexual orientation, race, color, religion, national origin, lawful political affiliation, non-disqualifying disability, marital status, ethnicity, other personal condition unrelated to the applicant's basic ability to perform satisfactory. Please visit</p>

<https://civmar.sealiftcommand.com/eeo> for more information. The agency provides reasonable accommodation to applicants with disabilities, where appropriate. Determinations of whether an accommodation is appropriate shall be made by the agency as soon as 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 send an email to MSC_POAInbox@us.navy.mil and/or refer to the "How to Apply" section of this announcement.



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