



Cook/Baker

MERIT PROMOTION OPPORTUNITY ANNOUNCEMENT

Announcement #	26-842-01MPOC		
Title, Series, Grade, (Code):	Cook Baker, WM - 9976-9/9976-10 (842)		
Base Salary:	65,557 Per annum		
Opening Date:	October 1, 2025	Closing Date:	Open continuously with periodic cutoffs
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 25-842-01MPOC, must reapply, if they wish to be considered for this position.		
Duties:	The Cook Baker 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. The Cook Baker is responsible for the timely preparation and production of all bakery items. Additionally, he/she is responsible for the preparations and production of menu items in accordance with progressive cooking techniques and healthy heart guidelines, utilizing the daily productions sheets and approved recipes. Incumbent is responsible for the cleanliness and maintenance of the bakeshop and associated areas and in the efficient overall operation of the galley/kitchen. Incumbent shall assist the Chief Cook and perform the following duties: If assigned to T-ARS, ESB, and T-EPF the Cook Baker duties will encompass working independently preparing meals for certain periods of time. BAKERY PRODUCTION: Prepare all bakery items in accordance with the daily production sheet (NAVSUP 1090), utilizing the MSC 35 day cycle menu or locally approved recipes as directed by supervisor(s).		

	Food Production: Prepare all menu items in accordance with the daily production sheet (NAVSUP 1090), utilizing the MSC 35 day cycle menu or locally approved recipes as directed by supervisor(s). FOOD SERVICE EQUIPMENT OPERATION: Carefully inspect all baking equipment prior to use and report to the Chief Cook any necessary repairs and replacements of baking equipment and utensils. Assists in taking inventory of galley equipment and utensils, adhere to all principles of safety and report any accidents immediately. SANITATION AND SAFETY: Carefully inspect all ingredients prior to use. Ensure subsistence items, supplies and equipment are maintained in a neat, orderly and sanitary manner. Assist in the proper care of perishable leftovers and in wrapping, labeling and refrigerating all usable leftovers and unused provisions. Assist in the cleaning and upkeep of the bakery areas and equipment; disposal of trash and garbage in accordance with environmental regulations; and cleaning and sanitizing garbage containers, lining them with plastic bags and covering when not in use. If assigned to T-AH, EPF, T-ATF the Cook Baker duties will encompass working independently preparing meals and bakery items for certain periods of time. If assigned to the west coast vessels, the Cook Baker duties will encompass the preparation of breakfast food and bakery items. Adhere to all sanitation procedures and personal hygiene standards IAW NAVMED P-5010. Ensure continuing application of and compliance with Equal Employment Opportunity (EEO) laws, regulations and policies. REQUISITIONING OF ITEMS: Requisition and receive all bakery items needed for the daily preparation of the bakery menu products and ensure that all items are properly recorded and stored. Everything in this Position Description is considered to be an essential function of this position. Performs other duties as assigned.
Minimum Eligibility Requirements:	Must possess current and valid

1. USCG Merchant Mariner Credential (MMC) endorsed Ordinary Seaman, Wiper, Stewards Department (FH).
2. USCG Medical Certificate (w/o limitations/restrictions on Food Handling). (See Note 1)

AND

Specialized experience. Specialized experience is defined as possessing at least one of the following:

a. One year (12 months) of cumulative service as a CIVMAR permanent MSC Second Cook or Temporary MSC Cook/Baker. The one year of permanent Second Cook or Temporary Cook/Baker must have been within the past five years from closing date of this announcement. The candidate may exceed this five year requirement if continuously employed in a food service capacity.

AND successful completion of the following courses:

(1) MSC Baking Techniques course. (See Note 2)

AND one of the following:

(a) Current U.S. Armed Forces Food Safety/Sanitation Supervisor Course, OR
(b) Current Annual 4 Hour Sanitation Course.

OR

b. Previous U.S. military experience in Culinary (Pay grade E-5 or above) with at least one Culinary tour of not less than 12 months in a Bakery Production Capacity. U.S. Military Service must have been within five years from closing date of this announcement. The candidate may exceed this five year requirement if continuously employed in a food service capacity.

AND successful completion of the following courses:

(1) U.S. Military Service Food Production Course.

AND either one of the following:

(a) Current U.S. Armed Forces Food Safety/Sanitation Supervisor Course, OR
(b) Current Annual 4 Hour Sanitation Course.

OR

c. Current Certification as a Certified Working Pastry Chef or higher from the American Culinary Federation (ACF).

	OR d. (*) Commercial baking experience of at least one year (documented) and current annual 4 hour sanitation training. OR e. A graduate of an accredited culinary academy/school and has completed Serv-Safe sanitation principles. OR f. Two years temp promotion onboard with evals to be provided in promotion package. NOTE: 1. USCG Medical Certificate is not required with application. However, promotion and/or employment is contingent upon receipt of current certificate. 2. MSC Baking Techniques is not required with application. However, promotion and/or employment is contingent upon completion of training. (*) Commercial Experience must be on official letter head, form, or evaluation from current or previous employer that describes experience related to these duties. Document must include agency name, applicant's name, and name with signature of company/agency official. 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.
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 applicants are being considered. 1. Skill in preparation of bakery products and food items utilizing approved recipes, guidelines and instructions.

	2. Knowledge and ability to safely and proficiently operate all equipment located in the Galley and food service areas. 3. Knowledge of food service sanitation and safety in the prevention of food borne illness as associated with bakery operations and food service operations. 4. Ability to requisition items for the daily preparation of bakery products and food items. 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.
Conditions of Employment:	• 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: • 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). • 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 • Have overall "Good" or above evaluation ratings.
How to Apply:	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. 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.

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.

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.

4. As noted above, application packages **SHALL NOT** exceed 35 one-sided pages. The following documents are required 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 database and will be extracted from the "package" once the MAP 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 cannot be stress strongly enough that the applicant should try to ensure 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.

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.

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. 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. 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.
How To Contact Us:	Completed application packages will be accepted via Regular mail, FedEx, Email, Fax, and hand-delivered. • 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:	FAILURE TO PROVIDE THE 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.
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, other personal condition unrelated to the applicant's basic ability to perform satisfactory. Please visit 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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