



# Damage Control Officer

## MERIT PROMOTION OPPORTUNITY ANNOUNCEMENT

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| Announcement #                | 26-123-01MP                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |               |                    |
| Title, Series, Grade, (Code): | Damage Control Officer, WM-9914-29 (123)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |               |                    |
| Base Salary:                  | \$114,185 Per annum                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |               |                    |
| Opening Date:                 | September 2, 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Closing Date: | September 16, 2026 |
| Location:                     | Military Sealift Command (MSC) Vessels Worldwide                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |               |                    |
| Who May Apply:                | Open to all permanent qualified Military Sealift Command (MSC) Civil Service Mariner (CIVMAR) employees. Applicants, who previously applied under POA 25-123-01MP, must reapply, if they wish to be considered for this position.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |               |                    |
| Duties:                       | <p>The Damage Control Officer 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>Damage Control Officers (DCOs) conduct training based upon MSC and USCG training requirements, ship drills, ship inspections and/or casualty investigations for the MSC civil service marine workforce. They may be assigned to a MSC training center, field site, or on an Afloat Training Team. Duties include, but are not limited to developing/revising training instructions, guides, etc.; participating/conducting training courses; participating in or assisting afloat training teams; acting as safety supervisor during field exercises, conducting inspections and drills aboard ships; writing instructional, investigation and/or inspection reports with recommendations; providing technical advice on damage control issues; and/or maintaining and repairing school facilities and equipment as necessary. DCOs also represent MSC interests at conferences germane to MSC training and readiness. DCOs report to a Damage Control Leader. Candidates selected required to sail 30-45 days on annual basis during high relief request seasons and mission contingencies. When assigned to a ship, DCO comes under the administrative supervision of the ship's Master.</p> |               |                    |

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|                                   | Everything in this Position Description is considered to be an essential function of this position. Performs all other duties as assigned.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Minimum Eligibility Requirements: | <p>Applicants must possess current and valid credentials that will allow them to serve in seagoing positions, minimally, as either Chief Mate or First Assistant Engineer aboard MSC CIVMAR manned vessels. Therefore, must have a USCG Merchant Mariner Credential (MMC) endorsed as:</p> <ul style="list-style-type: none"> <li>• Master or Chief Mate (Any Gross Tons Upon Oceans); or Chief Engineer or First Assistant Engineer (Steam, Motor or Gas Turbine vessels of Any Horse Power).</li> <li>• Applicants must also possess the respective STCW Certification that should accompany the Merchant Mariner Credentials (MMC).</li> <li>• Applicants with an Engineer's license must also possess a Universal EPA Ozone Depleting Substances certificate. Applicants with a Deck license must also possess a current Radar Observer endorsement.</li> </ul> <p>Although not required for consideration, candidates that hold Tankerman PIC (person in charge)/DL (dangerous liquids), or the appropriate Towing credentials as specified in 46 CFR 15.805(a)(5), Towing Officers Assessment Record (TOAR), possess credentials or certificates demonstrating proficiency with unusual and technical shipboard operations systems and programs such as Dynamic Positioning (DP) Systems, salvage operations, cable operations, command ship operations, or foreign naval auxiliary operations shall provide that information on the Promotion Application form.</p> <p><b>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.</b></p> |
| Evaluation Criteria:              | <p><b>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.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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|                           | <ol style="list-style-type: none"> <li>1. Knowledge of shipboard safety, antiterrorism-force protection, lifesaving, firefighting and damage control equipment, programs and procedures to conduct training and drills.</li> <li>2. Ability to communicate orally and in writing to develop and write technical papers and instructional materials, to represent MSC in conferences, conduct training, drills, and inspection and investigative reports.</li> <li>3. Ability to plan, organize and execute training evolutions.</li> <li>4. Ability to analyze, direct and evaluate shipboard operations and training evolutions.</li> </ol> <p>To earn the highest rating possible, you are encouraged to submit detailed information of the knowledge, skills, and abilities listed above. <b>Related MSC, military, and/or commercial experience, etc., will also be part of the rating process.</b></p>                                                                                                                                                                                                                                                                                                                                |
| Conditions of Employment: | <ul style="list-style-type: none"> <li>• 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:</li> <li>• Meet the medical, dental and mental requirements,</li> <li>• 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).</li> <li>• Successfully complete the training requirements,</li> <li>• Be clear of any adverse or disciplinary action,</li> <li>• Be able to obtain and maintain the appropriate security clearances,</li> <li>• Be ready, willing, and able to physically perform the duty of this position worldwide at all times,</li> <li>• Be ready, willing, and able to, work in shipboard environmental conditions, and wear protective equipment worldwide at all times, and</li> <li>• Have overall "Good" or above evaluation ratings.</li> </ul> |
| How to Apply:             | <p><b>ALL documents MUST be postmarked by the cut off or closing date of this announcement (Eastern Standard Time).</b> MSC is not responsible for obtaining documents to include in your package.</p> <ol style="list-style-type: none"> <li>1. Application packages will not contain national security classified information. Inclusion of classified</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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:

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|  | <p>(1) Full name.</p> <p>(2) Highest CIVMAR permanent position held and inclusive dates.</p> <p>(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.</p> <p>(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).</p> <p>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.</p> <p>d. Job related training courses (list courses with title and date completed only). Do not submit copies of course completion certificates.</p> <p>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).</p> <p>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 that there are no missing MAP evaluations from their record. Request MAP Overview reports from the following address: <a href="mailto:MSC_HR_MAP_INBOX@us.navy.mil">MSC_HR_MAP_INBOX@us.navy.mil</a>.</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> |
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|                                                                   | <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 <a href="mailto:MSC_POAInbox@us.navy.mil">MSC_POAInbox@us.navy.mil</a>. 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"> <li>• <b>Mail</b> completed packages to:<br/>Military Sealift Command<br/>Attn: Marine Employment Division N11B2.<br/>Bldg SP-64, 471 East C Street<br/>Norfolk, VA 23511-2419</li> <li>• <b>Fax</b> completed packages to the MSC Marine Employment Division at <b>(757) 443-3094</b>.</li> <li>• <b>Email</b> packages to: <a href="mailto:MSC_POAInbox@us.navy.mil">MSC_POAInbox@us.navy.mil</a><br/>(Subject line of email should contain the announcement number and position title.)</li> <li>• <b>Hand Deliver</b> completed packages to the MSC Marine Employment Division, Bldg SP-312, 581 A Street, Norfolk, VA 23511</li> </ul>                                                                                                          |
| <b>NOTE:</b>                                                      | <p><b>FAILURE TO PROVIDE THE REQUIRED INFORMATION REQUESTED FOR THIS POSITION WILL ADVERSELY AFFECT YOUR ELIGIBILITY.</b></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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>MILITARY SEALIFT COMMAND IS AN EQUAL OPPORTUNITY EMPLOYER.</b> | <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, other personal condition unrelated to the applicant's basic ability to perform satisfactory. Please visit <a href="https://civmar.sealiftcommand.com/eeo">https://civmar.sealiftcommand.com/eeo</a> 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</p> |

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|  | email to <a href="mailto:MSC_POAInbox@us.navy.mil">MSC_POAInbox@us.navy.mil</a> and/or refer to the "How to Apply" section of this announcement. |
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