MILITARY SEALIFT COMMAND

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Third Assistant Engineer

MERIT PROMOTION OPPORTUNITY ANNOUNCEMENT

Announcement #	27-308-01MPOC		
Title, Series, Grade, (Code):	Third Assistant Engineer (W), WM-9934-25 (308)		
Base Salary:	$75,876 Per annum		
Opening Date:	October 1, 2026	Closing Date:	Open Continuous 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 26-308-01MPOC, must reapply, if they wish to be considered for this position.		
Duties:	The Third Assistant Engineer 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, contested or uncontested environments. 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 engine/fire room repairs and work being done by shipyard or other shore side facility. Incumbent must have 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 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 testing of lube oils in various engineering systems. Performs 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 in service. Participates as a lifeboat crewmember and a firefighting and emergency response team leader. Ensures that all personnel assigned to watch are aware of their duties during scheduled drills and participates in same. Report to the Chief and/or First Assistant Engineer. Everything in this Position Description is considered to be an essential function of this position. Ensures continuing application of and compliance with EEO laws, regulations and policies. Performs all other duties as assigned.
Minimum Eligibility Requirements:	1. Must possess current and valid: • USCG MMC/License endorsed as: Third Assistant Engineer or higher – Steam, Motor, or Gas Turbine Vessels of Unlimited Horsepower. • Standards of Training and Certification of Watchkeeping (STCW): - III-1, III-4 and III-5. - Officer in Charge of Engineering Watch (OICEW). - Proficiency in survival Craft & Rescue Boats Other than FRB (PSC). • USCG Medical Certificate without any Limitations/Restrictions. **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. Applied knowledge of engineering to ensure proper operation, monitoring, casualty control, damage control, firefighting, engine machinery, spaces, and sponsor/mission equipment. 2. Ability to organize, coordinate, direct, evaluate, and assess the work of others. 3. Skill in the use of hand and power tools, measuring instruments, applications of metal and structures and the ability to cut, weld, braze and solder. 4. Ability to assess and complete maintenance and repair assignments effectively and economically.

	5. Demonstrated ability to use common MSC applications such as MS-Office, SAMM, LogBook, ShipClip, ISM/SMS Code. 6. Knowledge of Naval Warfare. 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 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 cannot be stressed 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 contact **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.