Third Officer

MERIT PROMOTION OPPORTUNITY ANNOUNCEMENT

Announcement #	27-108-01MPOC		
Title, Series, Grade, (Code):	Third Officer (W) WM-9907-26		
Base Salary:	$77,318 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 (CIVMAR) employees. Applicants, who previously applied under POA 26-108-01MPOC, must reapply, if they wish to be considered for this position.		
Duties:	The Third 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. The Third Officer is a member of the Deck Department. Serves as a deck Watch Officer and assists the Master and senior deck officers in carrying out their responsibilities; and in their absence may assume command of the ship. May be called upon to assist the Navigation/Operations Officer or Operations personnel with conducting various duties associated with communicating with military units. May be required to stand watch during naval operations that require the securing of electromagnetic navigation aids such as radar and bridge to bridge radio, or the extinguishing of navigational lights. May be required to maneuver and conduct naval operations; these may include underway connected replenishment and vertical replenishment evolutions, tactical signaling, formation steaming, torpedo evasion tactics, and other plans. May be assigned collateral duties of Assistant Damage Control Officer, Chemical, Biological, and Radiological Defense Officer, or Special Service Officer or others as directed.		

	As directed/designated by the Chief Mate: (1) makes timely and frequent inspection of all lifesaving equipment onboard the vessel, including lifeboats, life rafts and associated securing devices, and any other equipment; (2) performance duties of CBR-Readiness Officer, provides direct input to the First Officer about CBR training and readiness of the vessel/crew to counter all threats; keeps informed on all matters concerning radiacs, the ship's fire main system and any other material condition reports having a direct impact on the ship's CBR status. Assists with the timely and accurate update of the ship's navigational publication library and electronic chart system under the direction of the Second Officer (W). Make chart corrections or post chart correction cards only with the permission of the Master and under the supervision of the Second Officer (W). Must be able to effectively use applicable shipboard software applications. Must be able to use, inspect, monitor all bridge navigation equipment using GMDSS. Must be able to properly communicate with radio telephone During at sea periods, (1) maintains the watch in accordance with USCG, COMSC, and the master's instructions or standing orders; (2) ensures that the Watch is properly trained in standard helm commands and lookout duties and; (3) respond to a steering casualty scenario, a man overboard incident, ship's security violation, and emergency maneuvering situations. Maintains a proper lookout and an accurate ship's position at all times while on watch. Provides the Master information immediately about ship's position, course, and speed, using any and all means available. Adheres to the Collision (COLREGS) Rules of the Road unless directed by the Master or Commanding Officer to divert from one or more of them for military operational reasons. Unless directed by the Master, maintains a continuous radar/surface plot of all surrounding traffic to a scale appropriate to the traffic situation. During periods of restricted visibility, heavy traffic, any emergency or when in doubt, contacts the Master, providing him/her ample time to survey the situation and make an informed decision. During in port periods conducts the watch in a proper and safe manner, including the safe and appropriate lighting of the vessel at night. Maintains a proper security

	posture, properly tended mooring lines; and, an alert, attentive gangway watch. Ensure accurate communications between the Deck and Engine Watch so as to remain alert for conditions of fire or flooding, or any incidents that may hamper damage control efforts. Perform duties consistent with Federal, Local and Command oil and environmental pollution regulations whenever fuel is being transferred during his/her watch. As a deck officer must maintain a proper uniform IAW CMPI. Day to day responsible for entry of NARs/AINs as they are received. Management of NARs data base and hard copies of NARS / AINS. May be assigned as either AA&E Accounting Officer or AA&E Inventory Officer but not both. Must be able to take custody of AA&E including firearms. Ensures continuing application of & compliance with EEO laws, regulations and policies. Carries out EEO policies and communicates support of these policies to subordinates. 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. United States Coast Guard (USCG) Merchant Mariner Credential (MMC) endorsed as: • Third Mate, Any Gross Tons Upon Oceans (or higher), and Radar Observer – Unlimited, • Any Unlicensed Rating in the Deck Department, or Able Seaman – Unlimited, • STCW endorsed as - Officer-In-Charge of a Navigation Watch; STCW may not include limitations of validity on vessels operating in the GMDSS system, or aboard ARPA, ECDIS, or radar-equipped vessels. 2. A Federal Communications Commission GMDSS Radio Operator's License/certificate. Note: 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 Employment Application. **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. Ability to Plan, Organize, Interpret, and/or Analyze Information and Supervise the work of others. 2. Knowledge of cargo/shipboard operations and missions including those involving hybrid and High Speed Craft operations, special missions, towing and salvage, dry stores, munitions, petroleum products, UNREP and HELO operations. 3. Knowledge of bridge watch keeping, navigation methods, equipment, and techniques to include naval operations and tactics. 4. Knowledge of Shipboard Safety, Lifesaving, CBR-D, Damage Control, Security Procedures, Firefighting Equipment, and Programs. 5. Ability to lead others, communicate orally and in writing, to include using shipboard computer systems and programs. 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, 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.