



Wiper Advancement Program

MERIT PROMOTION OPPORTUNITY ANNOUNCEMENT

Announcement #	26-363-01MPOC **AMENDED BASE SALARY**		
Title, Series, Grade, (Code):	Wiper Advancement Program (WAP), WM-9965-9 (363)		
Base Salary:	\$47,637 Per annum		
Opening Date:	October 1, 2025	Closing Date:	Open Continuously with periodic cutoffs
Location:	Military Sealift Command (MSC) Vessels Worldwide		
Who May Apply:	<p>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 25-363-01MPOC, must reapply, if they wish to be considered for this position.</p>		
Duties:	<p>The Wiper 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.</p> <p>Wiper is an unlicensed entry grade member of the ship's Engine Department and works under the supervision of the First Assistant Engineer. The Wiper is responsible for performing routine cleaning and preservation of the Engine Department's spaces, systems, equipment, and equipment components.</p> <p>In carrying out Wiper duties, the candidate will be using chemicals for cleaning, such as detergents, solvents and preservatives, such as paint. Cleaning bilge wells, general engine room cleaning of decks, ladders, and machinery. Machinery cleaning will include both external and internal cleaning; mucking out/cleaning fuel, lube, water tanks, etc. The Wiper will be required to use tools such as chipping hammers, scrapers, needle guns, paint brushes, wire brushes, brooms, and mops and is familiar in the use of hand and power tools (i.e. drills, saws, wrenches, hammers, chisels, etc). Wipers follow all instructions for the proper disposal of trash and</p>		

hazardous waste and for separation of plastics, metals, etc.

Wipers performs maintenance and assists in the repair of equipment in the Engine Department and rigging of machinery and materials; and carry supplies, engine stores and spares, as deemed necessary by supervisor. Also, assists as directed during fueling operations and utilizes sounding tapes for determining tank liquid levels. When assigned to a replenishment (UNREP) team, incumbent competently handles lines, tend telephone and distance lines, man sound power phones, stow UNREP gear, etc.

Wipers utilizes personal protective equipment and identifies safety discrepancies. Shall be fully versed in firefighting/damage control procedures and the uses of gears such as self-contained breathing apparatus, vari-nozzles, etc. Also required to be proficient in the performance of shipboard casualty drills, fire drills, and collision drills, performing all duties as assigned.

To assist in filling the additional shortages of "Qualified Member of the Engine Department" (QMED) positions, Military Sealift Command has established a Wiper Advancement Program (WAP). Participants of the WAP program will serve as a Wiper in the Engine Department aboard all classes of MSC civil service crewed ships, both at sea and in port. This program provides on-the-job training and work experience. After completing 540 days service in the engine room, participants are eligible to apply for a USCG issued Standards of Training, Certification and Watchkeeping (STCW-95) Form as Rating Forming Part of an Engine Watch (RFPEW) and Able Seafarer-Engine (AS-E).

All participants must sign an 36-month service agreement and required to obtain the QMED FOWT endorsements and a STCW-95 Certificate endorsed with RFPEW and AS-E. Upon completion of program requirements participants will become eligible for consideration for permanent promotion from Wiper to Engine Utilityman (EU). Selection will be contingent on the successful completion of an administrative review (medical, security, discipline, etc.), and a review of supervisory evaluations and input regarding performance and readiness for permanent promotion to EU. An authorized EU position must be available in order for the promotion to be effected.

Everything in this Position Description is considered to be an essential function of this position. Performs all other duties as assigned.

<p>Minimum Eligibility Requirements:</p>	<p>1. Must possess current and valid:</p> <ul style="list-style-type: none"> • USCG Merchant Mariner Credential (MMC) endorsed as: Wiper or higher engine rating. <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>
<p>Evaluation Criteria:</p>	<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. Knowledge of cleaning and preservation of equipment and materials. 2. Knowledge of safety procedures. 3. Skill in operating manual and electrical hand tools. 4. Ability to understand and follow directions. <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>
<p>Conditions of Employment:</p>	<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: • 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,

	<ul style="list-style-type: none"> • 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:	<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</p>

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 HRMS database and will be extracted from the "package" once the MAP HRMS data is identified. Evaluations do not count against the 35 page limitation.

	<p>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.</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>
<p>How To Contact Us:</p>	<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 (Subjct 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.
<p>NOTE:</p>	<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>
<p>MILITARY SEALIFT</p>	<p>All applicants meeting minimum qualifications will receive consideration without regard to age, sex, race,</p>

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color, religion, national origin, lawful political affiliation, non-disqualifying disability, marital status, sexual orientation, ethnicity, other personal condition unrelated to the applicant's basic ability to perform satisfactory. Please visit <https://civmar.sealiftcommand.com/eeo>. 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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