

Instructor/ Assistant Professor

Department of the Army
U.S. Military Academy
Office of the Dean, Department of Systems Engineering

Open & closing dates

02/07/2020 to 02/28/2020

Service

Excepted

Pay scale & grade

AD 00

Salary

\$126,332 to \$169,928 per year

Appointment type

Term - 3 years

Work schedule

Full-Time

Location

1 vacancy in the following location: West Point, NY

Relocation expenses reimbursed

No

Telework eligible

Yes as determined by agency policy

This job is open to

The public

U.S. citizens, nationals or those who owe allegiance to the U.S.

Clarification from the agency

See "Who May Apply" in the "Qualifications" section for more information on who is eligible to apply for this position.

Announcement number

BRF200005R

Control number

559200200

Duties

About the Position:

The U.S. Military Academy, West Point, NY is an academic institution located in the Hudson River Valley, 50 miles from New York City. The historic site is the oldest continuously occupied military post in America. West Point is a self contained city with housing, a Department of Public Works, libraries, hospital, fire department, chapels, and restaurants. Employees have access to Eisenhower Hall Theater, Hudson Valley's performing arts center, and recreational facilities

Responsibilities

- You will teach and oversee courses in an accredited Systems Engineering program.
- You will conduct research in the field of engineering management, systems engineering, or a related field.
- You will mentor junior faculty and support student activities outside of the classroom.

Travel Required

Occasional travel - You may be expected to travel for this position.

Supervisory status

No

Promotion Potential

None

Job family (Series)

1701 General Education And Training

Requirements

Conditions of Employment

- Appointment may be subject to a suitability or fitness determination, as determined by a completed background investigation.
- This position may have a Temporary Duty (TDY) or business travel requirement of up to 10% of the time.

Qualifications

Who May Apply: U.S. Citizens and Non-Citizens with Allegiance to the United States.

This is an academic-tenure track position with an initial term appointment in the excepted service not to exceed 3 years. Term appointments may be extended beyond the initial term. Faculty that attain the academic rank of Associate Professor or Professor may have the opportunity to non-competitively receive a permanent appointment. As a term employee you will be eligible for medical insurance, life insurance, retirement, dental and vision. You will be eligible to earn annual leave and sick leave.

QUALIFICATION REQUIREMENTS: Applicants must (a) hold a bachelor's degree or higher that included

or was supplemented by major study in education or in a subject-matter field appropriate to the position, OR (b) possess a combination of education and experience -- courses equivalent to a major in education, or in a subject-matter field appropriate to the position, plus appropriate experience or additional course work that provided knowledge comparable to that normally acquired through the successful completion of the 4-year course of study described above.

SELECTIVE PLACEMENT FACTOR/KNOWLEDGE, SKILLS AND ABILITIES (KSAs): Applicants will be evaluated on the following: 1) Academic Accomplishment (Advanced degree (Ph.D.) in Systems Engineering (SE), Engineering Management (EM), Industrial Engineering, Operations Research, closely related field, or actively working towards a Ph.D.); 2) Ability to plan, develop, evaluate, and teach courses and lead programs in Systems Engineering or Engineering Management; 3) Ability to counsel and support the personal growth and development of cadets outside the classroom and advise and mentor junior faculty on teaching, assessment, and scholarly development; 4) Ability to attract and conduct funded research in areas relevant to the Department of Systems Engineering, and report results in professional meetings, journal publications, department seminars and relevant courses; 5) Ability to provide advice to the Head of the Department of Systems Engineering and Program Directors on curricular, pedagogical, professional, and research matters, and show potential for participation in the governance of the Academy through service on departmental and Academy-wide committees; 6) Experience with and potential for leadership in professional societies representing the Department of Systems Engineering and the Academy.

Education

Only degrees from an accredited college or university recognized by the Department of Education are acceptable to meet positive education requirements or to substitute education for experience. For additional information, please go to the Office of Personnel Management (OPM) and U.S. Department of Education websites at - <http://www.opm.gov/qualifications> and <http://www.ed.gov/admins/finaid/accred/index.html>.

FOREIGN EDUCATION: If you are using education completed in foreign colleges or universities to meet the qualification requirements, you must show the education credentials have been evaluated by a private organization that specializes in interpretation of foreign education programs and such education has been deemed equivalent to that gained in an accredited U.S. education program; or full credit has been given for the courses at a U.S. accredited college or university. For further information, visit: <http://www.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html>.

Additional information

- Male applicants born after December 31, 1959, must complete a Pre-Employment Certification Statement for Selective Service Registration.
- You will be required to provide proof of U.S. Citizenship.
- Two year trial/probationary period may be required.
- Direct deposit of pay is required.
- This is a Career Program (CP) 31 - Education Services position.
- Multiple positions may be filled from this announcement.
- Salary includes applicable locality pay or Local Market Supplement.
- Payment of Permanent Change of Station (PCS) costs is not authorized, based on a determination that a PCS move is not in the Government interest.
- Position is eligible for situational telework only.

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above. Your application package (resume/curriculum vitae and supporting documents) will be used to determine your eligibility, qualifications, and quality ranking for this position. Please follow all instructions carefully. Errors or omissions may affect your rating or consideration for employment.

Background checks and security clearance

Security clearance

Not Required

Drug test required

No

Position sensitivity and risk

Non-sensitive (NS)/Low Risk

Trust determination process

Suitability/Fitness

Required Documents

All applicants are required to submit the following supporting document type(s):

1. Resume or Curriculum Vitae

- Your resume or curriculum vitae may be submitted in any format and must support the Knowledge, Skills and Abilities described in this announcement.
- If your resume or curriculum vitae includes a photograph or other inappropriate material or content, it will not be used to make eligibility and qualification determinations and you may not be considered for this vacancy.

2. Academic Transcripts

- This position has an individual occupational requirement. You **MUST** submit a copy of your academic transcripts with your application package.

3. Personal Statement

4. Three (3) Letters of Recommendation

Applicants may also submit the following supporting document type(s), which may not be required for all applicants:

1. You **MUST** submit documents verifying your veteran's preference or military spouse preference if you are claiming these preferences. These documents may include, but are not limited to:
 - for MSP claims, Permanent Change of Station (PCS) orders and marriage certificate;

- for verification of Veteran status, DD-214 (which indicates character of service), SF-15, VA Letter as applicable and/or Activation/Deactivation orders.

2. If you are currently serving on active duty: A statement of service from your unit identifying the branch of service, period(s) of service, campaign badges or expeditionary medals earned, type of discharge, character of service, and the date you will be separated or be on approved terminal leave. If you supply a statement of service at this stage, your preference/eligibility will be verified by a DD 214 (Member 4 Copy) upon separation from the military. For more information about Veteran's Preference, please use this link: <http://www.opm.gov/employ/veterans/html/vetguide.asp>.

If you fail to provide these required documents, you will be marked as having an incomplete application package and you will not be considered any further.

NOTE: Documents submitted as part of the application package, to include supplemental documents, may be shared beyond the Human Resources Office. Some supplemental documents such as military orders and marriage certificates may contain personal information for someone other than you. You may sanitize these documents to remove another person's personal information before you submit your application. You may be asked to provide an un-sanitized version of the documents if you are selected to confirm your eligibility.

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education.

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

Benefits

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How to Apply

To apply for this position, you must provide a complete application package by 11:59 PM (EST) on 02/28/2020. Application packages MUST include:

1. Resume or Curriculum Vitae;
2. Academic Transcripts;
3. Personal Statement;

4. Three (3) Letters of Recommendation;
5. DD-214, if claiming veteran's preference;
6. Statement of service from your unit, if currently serving on active duty; and,
7. Copy of Sponsor's Permanent Change of Station orders and marriage certificate, if claiming military spouse preference.

In order to receive full consideration, applications should be postmarked or received by the closing date of the announcement.

Submit your full application package to the following address (electronic submissions preferred):

United States Military Academy
Office of the Dean
Department of Systems Engineering
Attention: Laura Dunlow
West Point, New York 10996
Email: Laura.Dunlow@westpoint.edu

Agency contact information

Army Applicant Help Desk

Website

https://portal.chra.army.mil/hr_public?id=app_inq

Address

BR-APF-W1FBAA US MILITARY ACADEMY
DO NOT MAIL
West Point, NY 10996
US

Next steps

Requests for further information may be submitted to:

United States Military Academy
Office of the Dean
Department of Systems Engineering
Attention: Laura Dunlow
West Point, New York 10996
Phone: (845) 938-2701
Email: Laura.Dunlow@westpoint.edu

Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation,

marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.

Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis.