

**PROTECTING OUR NATION'S VITAL ASSETS
AND ENSURING OUR FREEDOM**

OFFICE OF SECURE TRANSPORTATION



NUCLEAR MATERIELS COURIER



Applications will only be accepted via the USA JOBS online application process.

For official information go to:

www.kcp.com/OSTfederalagent

To apply, go to:

www.usajobs.gov

Applicants must register online to establish an account with the USAJOBS website and enter a complete resume.



OST MISSION



Provide safe and secure ground and air transportation of nuclear weapons and components and special nuclear materials, and conduct other missions supporting the national security of the United States of America.



For additional questions and information contact the Recruiting Office at:

Phone: 505-845-4044

Or visit our website:

WWW.KCP.COM/OSTFEDERALAGENT



Special and Medical Requirements

Failure to meet and maintain these requirements may result in non-selection.

- Must meet age requirement of 21-37 at date of appointment. (Maximum entry age restrictions are waived for preference eligibles.)
- Must possess or acquire a valid state driver's license
- Must not have been convicted of a misdemeanor crime of domestic violence within the meaning of the statute of Title 18, U.S. Code, Section 922 (g) (9)
- Must pass a comprehensive medical examination which includes:
 - Distant visual acuity less than 20/70 uncorrected in each eye. Correctable to 20/20 with contacts or eyeglasses
 - Ability to distinguish colors as determined by an ISHIHARA color-screening test
 - No hearing loss greater than 30 dB at 500, 1000, or 2000 Hz in either ear. No hearing aids
 - No conditions that interfere with distinct speech
- Blood pressure readings below 150/90 without medication
- No clinical diagnosis of cardiovascular disease, diabetes, chronic lung disease, genitourinary disease, or glaucoma
- No mental, nervous, organic, or functional psychiatric disorder
- No history or clinical diagnosis of seizure disorder or other form of disease of the nervous system
- No physical limitations, disease, or mental impairment or condition, which in the opinion of the National Nuclear Security Administration (NNSA) medical authorities would render the individual unable to perform Federal Agent duties and meet job requirements

Note: No waivers are allowed in meeting these medical requirements.

This position is subject to random unannounced drug/alcohol testing that will subject an individual determined to be an illegal drug user to disciplinary action up to, and including removal from Federal Service. All tentatively selected applicants must submit to and pass a drug and alcohol testing before a final job offer is made.

Duties

As a Nuclear Materials Courier you will serve as a member of a highly specialized armed protective force responsible for the safe and secure transportation of classified and/or hazardous materials including nuclear weapons, components, test assemblies, and strategic quantities of weapons-grade special nuclear materials. This involves Commercial Driver's License certification along with the operation of Government-owned motor vehicles, including tractor-trailers.

Integrate processes and methods in the fields of security, health and safety, emergency management, and law enforcement, including paramilitary tactical operations to respond to possible natural and/or man-made threats to the safety and security of sensitive, dangerous, and extremely valuable cargo.

Participate in security planning prior to trip departures; assess multiple issues and factors related to shipment security during convoy operations; coordinate with other Federal, State, or local law enforcement agencies and first responders concerning the investigation of potential criminal or terrorist acts or activities that could be considered a threat to the mission.

Nuclear Materials Couriers are also referred to as Federal Agents and must be prepared to respond quickly and effectively to environmental, resource, safety, and security issues that may arise in the course of mission operations.

Federal Agents will be armed to provide the force necessary, up to and including the use of deadly force, to prevent theft, sabotage, or takeover by unauthorized persons or groups.

Federal Agents are administered tests in operating procedures, physical fitness, driving, firearms, and other job-related subjects. These tests must be passed to complete the training and be certified as a Federal Agent. Following training, the Federal Agent spends the balance of the first year in on-the-job training. Initial employment is probationary, which Federal Agents must successfully complete to be retained.

Federal Agents are given in-service training throughout their careers. These classes are designed to refresh and update the training taught during basic training, in addition to preparing agents for demonstrations or armed attacks. Subjects such as team tactics, terrorist tactics, and new adversary technology are taught. In addition, physical and firearm proficiency is tested.

Federal Agents must continue to meet periodic qualification requirements relative to firearms, physical fitness, and driving proficiency. They must also undergo and pass an annual examination for continued certification under the Human Reliability Program. In addition, Federal Agents are subject to DOE's random drug and alcohol testing program.

If a Federal Agent fails to meet any of the minimum requirements necessary for Federal Agent certification, the individual is temporarily removed from active status and provided additional training until demonstrated performance reaches an acceptable level. Federal Agent may be removed from federal service if they are still not able to meet minimum requirements after remediation.

Nuclear Materiels Couriers

Qualifications/Experience



SPECIALIZED EXPERIENCE REQUIREMENTS

A qualified candidate's online application and resume must demonstrate at least one year of specialized experience equivalent to the next lower grade level (GS-7 or equivalent) in Federal Service. Specialized experience for this position is defined as:

Experience that provided a knowledge of a body of laws and regulations maintaining and enforcing law and order, practices and techniques involved in protecting life and property. Law enforcement/military practices and techniques in performing high risk, armed, tactical/security operations.

Examples of Specialized Experience:

- 1) This experience can be obtained from armed security experience which could have been gained in the armed forces, Coast Guard, or other Federal, State, Local government or private organization which involved armed guard or armed-security duties on a regular basis.
- 2) Experience should have involved: protecting property against theft; sabotage; fire; damage; accident; trespass; maintaining law and order; or protecting lives, etc.

The Nuclear Materiels Courier position may be filled using the Veterans Recruitment Appointment (VRA) authority. Applicants appointed under the VRA are placed in the excepted service. After successful completion of two years of service, conversion to the competitive service is possible. Veteran preference applies for appointments made under the VRA authority.

VRA authority includes those veterans:

- In receipt of a campaign badge for service during a war or in campaign or expedition
- Who are disabled

- In receipt of an Armed Forces Service Medal for participation in a military operation; or
- Recently separated (within the last three years)
- To be eligible for VRA hiring, candidates must be separated under honorable conditions (honorable or general discharge)

Candidates must provide documentation that supports eligibility for consideration for a VRA.

POSITION TITLE (NUCLEAR MATERIELS COURIER), POSITION SALARY, AND ELIGIBILITY FOR ADVANCEMENT

The NNSA operates under Pay Banding and Pay for Performance Demonstration Project in which positions are classified by career path, occupational series, and pay bands (rather than the traditional General Schedule grades in the Federal Service). Pay increases within pay bands are based on annual performance evaluations (rather than traditional Federal Service step increases based on longevity). Any appointment made from this vacancy announcement after March 16, 2008, will be made under the Demonstration Project following the applicable pay setting policies. This position will be in the Nuclear Materiels Courier career path, Occupational Series 0084, Pay Band 01. The NV-01 pay band is equivalent to GS-084-08 through GS-084-10 grade levels. In addition, employees are eligible to receive an annual pay increase and potential cash bonuses based upon performance.

RETIREMENT

Nuclear Materiels Courier positions are covered under the provisions of a Federal 20-year retirement program.

Nuclear Materiels Courier Program



Since 1947, the Department of Energy (DOE) and its predecessor agencies have moved nuclear weapons, nuclear weapons components, and special nuclear materiels by a variety of commercial and Government transportation modes. In the late 1960s, worldwide terrorism and acts of violence prompted a review of procedures for safeguarding these materiels. As a result, a comprehensive new series of regulations and equipment were developed to enhance the safety and security of these materiels in transit. The Office of Secure Transportation (OST) subsequently was established in 1975 at the NNSA/DOE Albuquerque Complex. OST modified and redesigned transport equipment to incorporate features that more effectively enhance self-protection and deny unauthorized access to the materiels. It was during this time that OST curtailed the use of commercial transportation systems and moved to a total Federal operation. OST-classified shipments are conducted in a low-profile, no-notice manner to ensure the security and safety of the cargo.

The NNSA is responsible, under law, for safeguarding and transporting nuclear weapons, components, and other sensitive nuclear materiels between authorized destinations. In fulfilling that responsibility, the NNSA, through OST, employs, trains, and administers a workforce of Federal Agents (Nuclear Materiels Couriers) whose primary responsibility is the safe and secure transport of such materiels. OST has been assigned responsibility to develop, operate, and manage a system for the safe and secure transportation of all Government-owned, NNSA-controlled special nuclear materiels in "strategic" or "significant"

quantities. Shipments are transported in specially designed equipment and are escorted by armed Agents. They operate tractors, escort vehicles, communications, and other convoy equipment.

Nuclear Materiels Couriers are authorized by the Atomic Energy Act to make warrantless arrests and carry firearms in the performance of their duties. They carry both a photo-identification card and a shield certifying their Federal status. Federal Agents are required to obey all traffic laws and will cooperate with law enforcement officers.

Federal Agents can spend up to three weeks per month (~five days/week) traveling throughout the contiguous 48 states by air and highway on mission assignments or in training. Federal Agents operate motor vehicles up to and including tractor-trailer trucks. Duties require scheduled and irregular hours, personal risk, exposure to inclement weather, extensive around-the-clock travel, close-working environment, and arduous exertion under real and potentially adverse environmental conditions. Federal Agents may be called upon to use deadly force, if necessary, to prevent the theft, sabotage, or takeover of protected materiels by unauthorized persons or groups.

Federal Agents are permanently assigned to one of the following duty stations, dependent on existing staffing levels:

-Albuquerque, NM, - Amarillo, TX, or -Oak Ridge, TN.



How to Apply

The Nuclear Materials Courier position will be posted on www.usajobs.gov. Applicants must register online to establish an account with the USAJOBS online website and enter a complete resume.

To be considered for this position, you must submit a complete application **no later than 11:59 pm** (Eastern Time) on the closing date of the job posting. If you fail to submit a complete application prior to the closing time, the application system will not allow you to finish. Requests for extensions will not be granted. Our application system displays a countdown timer in the top-left corner of the screen for reference.

STEPS TO SUBMIT A COMPLETE APPLICATION

- Obtain a USAJOBS account and log in.
- Enter a complete resume.

Note: Some DOE offices do not accept uploaded resumes and require that you have a completed resume within your USAJOBS profile using the resume builder.

- Click the “Apply Now” button.

Respond to applicant assessment questions carefully following all instructions provided.

- Upload additional supporting documentation, which may include (but is not limited to) verification of veteran status.

IMPORTANT: In the final step of the application process you will be shown a copy of the resume and all the information entered during the application process will be displayed. Click the “Finish” button at the bottom of this final page and receive confirmation that your application has been received. If “Finish” is not clicked the application will not be submitted.

REQUIRED DOCUMENTS

Resume supporting specialized experience and responses to the online questionnaire.

Veteran Eligibility documentation (DD-214, VRA Letter, Standard Form 15 as applicable). If the applicant is a veteran not yet discharged, provide a statement of intent to discharge to receive Veterans Preference under the Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011.

Formal Training Assignment

After satisfactorily completing pre-appointment processing (application, medical evaluation, psychological evaluation, background investigation, and Human Reliability Program approval), selected candidates will be scheduled to attend the Agent Candidate Training (ACT).

MODULAR TRAINING

Nuclear Materials Courier Basic (NMCB) operates under a modular training concept that will take approximately 6 months to complete. This means there are multiple training modules throughout NMCB which you must successfully pass before you start the next module. The primary training modules are Drive, Firearms and Tactics. You will begin with the Drive Module. The primary training modules will be conducted at the TSTS, located in Fort Smith, AR. Various, smaller training modules may be completed at your designated Command in-between start and end dates of larger modules. In some cases, you may be able to remain at TSTS for some smaller modules. You will be kept informed as these smaller module dates are confirmed. OST will coordinate your travel and lodging to and from your training locations while you complete all training modules.

CONTINUING POSITION REQUIREMENTS

On an annual basis, Federal Agents must qualify and pass the one mile run at 8.30 minutes and a 40-yard dash in 8 seconds or less. Every six months, Federal Agents must qualify on firearms meeting the established minimum requirement. A tractor-trailer vehicle check ride will be given every two years, and a satisfactory rating must be achieved.

Human Reliability Program (HRP) Requirements



HRP certification is required for Federal Agent positions. The HRP is an enhanced security and safety reliability program designed to ensure that individuals in positions requiring access to certain materials, facilities, and programs meet the highest standard of reliability as well as physical and mental suitability.

The requirements for HRP certification includes a continuous review process consisting of a supervisory review, medical assessment, management review, and a DOE personnel security file review. To obtain HRP certification and recertification, the following elements are required:

- DOE "Q" access authorization
- Random drug and alcohol testing. The Federal Agent position requires abstinence from alcohol for a 10-hour period before reporting to duty
- No hallucinogenic use in the preceding five years and no flashback experience resulting from hallucinogenic use in the last 10 years
- Initial, then annual medical assessments that include a physical examination, medical history review, and a psychological evaluation
- Annual supervisory review of the individual's ability to reliably and safely perform assigned HRP tasks
- Annual management evaluation of the supervisory review, medical assessment, drug and alcohol test results, and any safety or security concerns
- Annual review by a DOE personnel security specialist of the supervisory review results, medical assessment, management evaluation, and personnel security file concluding in a recommendation for certification or other actions
- Initial and annual computer-based training that includes information on the objectives of HRP, individual roles and responsibilities, and other specific training for those working with nuclear explosives

As a Federal Agent, you will be evaluated to ensure that you are suitable to perform nuclear explosive/HRP duties in a reliable and safe manner. Types of behavior and conditions that would indicate a concern include, but are not limited to:

- Psychological or physical disorders that impair performance of assigned duties
- Conduct that warrants referral for a criminal investigation or results in arrest or conviction
- Deceitful or delinquent behavior
- Attempted or threatened destruction of property or life
- Suicidal tendencies or attempted suicide
- Use of illegal drugs or the abuse of legal drugs or other substances
- Alcohol use disorders
- Recurring financial irresponsibility
- Irresponsibility in performing assigned duties
- Inability to deal with stress or the appearance of being under unusual stress
- Failure to comply with work directives, hostility or aggression toward fellow workers or authority, uncontrolled anger, violation of safety or security procedures, or repeated absenteeism
- Significant behavior changes, moodiness, depression, or other evidence of loss of emotional control

**APPOINTMENT TO THIS POSITION IS
CONTINGENT UPON HRP CERTIFICATION.**

Note: HRP certification at another DOE/NNSA location is not transferable.