

**DEPARTMENT OF THE NAVY  
NAVAL ACQUISITION INTERN PROGRAM (NAIP)  
FISCAL YEAR 2005 RECRUITMENT FLYER**

The Department of the Navy employs nearly 34,000 highly trained, skilled, and educated civilians in the Acquisition Work Force at Navy and Marine Corps facilities throughout the United States.

The Naval Acquisition Intern Program (NAIP) is centrally managed for the Department of the Navy at the Naval Center for Acquisition Workforce Professional Development (NCAWPD). Those individuals chosen for the NAIP enter into an extensive and structured three-year career development program to become acquisition professionals.

Through a series of formal training classes, diverse rotational assignments, extensive hands-on on-the-job training in progressively responsible assignments, and with tuition assistance for continuing your education, you can become a member of the acquisition team.

Acquisition professionals perform in a variety of positions, performing “cradle to grave” management of highly technical systems, equipment, facilities, supplies, and services. As a result a variety of positions (titles and job series) as well as educational/experience backgrounds are being sought.

Positions in the NAIP are located at Navy and Marine Corp facilities throughout the continental United States, with the largest grouping located in the Washington, D.C. metropolitan area but with other concentrations in California, Maryland, Virginia, Florida, and Washington state. Approximately 300 positions are scheduled to be filled in Fiscal Year 2005.

The Qualification Standards of the Office of Personnel Management (OPM) are the exclusive means (with the exception of 1102 positions which for the DOD, as a result of Defense Acquisition Workforce Improvement Act or DAWIA, has an individual and different standard than provided by OPM) used to determine your qualifications for positions in the NAIP. To be considered for NAIP positions each candidate must successfully meet the following conditions:

- (1) timely submit a complete/correct application package
- (2) meet OPM qualification standards
- (3) successfully complete and achieve an acceptable Administrative Careers With America (ACWA) score, as applicable

Each and every application will be considered only in accordance with OPM qualification standards, with the exception of 1102 positions which for the DOD, as a result of DAWIA, has an individual and different standard than provided by OPM. Each and every application will be considered in view of the candidate’s qualifying education and/or qualifying experience.

Other eligibility requirements of NAIP positions include being a U.S. citizen, being able to obtain and maintain a security clearance, and signing and accepting a mobility agreement. All male applicants born after December 31, 1959, must be registered with the Selective Service to be considered for this employment opportunity. Male applicants born after December 31, 1959, who have not registered with the Selective Service are barred from employment in this program.

Candidates will be referred out on selection certificates when:

- (1) they have been qualified for the NAIP program
  - (a) timely submitted a complete/correct application package
  - (b) met OPM qualification standards
  - (c) successfully completed and achieved an acceptable ACWA score, as applicable
- (2) they meet the geographic preference requirements of the position location

Host Commands / Selecting Officials make all NAIP selection decisions. NCAWPD does not make any NAIP selection decisions.

While all candidates are invited and welcomed to apply for NAIP positions, your application is not a guarantee to employment. Candidates who have been qualified for the NAIP program (timely submitted a complete/correct application package, met OPM qualification standards, and successfully completed and achieved an acceptable ACWA score, as applicable) are also not guaranteed employment. The NAIP is a competitive program. If qualified, and if positions in your qualified job series and stated geographical preference are being filled, you will be considered for those positions to the extent of your competitive rating/ranking. Referral on a selection certificate is also not a guarantee of employment. Merit principles pertain and the best candidate within range of selection must be, and will be, selected.

For those wishing to qualify for NAIP positions on the basis of education, you may apply and be considered even though you have not yet graduated and you may be offered a position contingent upon your final GPA or class standing.

Individuals selected for the NAIP are hired to GS-7, Step 1 positions (generally the starting pay is \$33,071.00 although \$38,767.00 is offered for some technical positions such as engineering) in their applicable job series and assigned to the Host Command that selected them for the NAIP. While Host Commands / Selecting Officials make all NAIP selection decisions, only NCAWPD is authorized to make bona fide NAIP employment offers to selected candidates. This exclusive authority includes the actual job offer, start date, starting grade and salary, etc. NAIP positions offer non-competitive promotional opportunities up to the GS-12 target position based upon successful performance, completion of the training program requirements, time-in-grade requirements, and supervisory approval.

Those wishing to apply must timely and completely and correctly submit the following as an application package to be considered for the NAIP program:

- Resume
- College Transcripts
- Signed Mobility Agreement
- Geographic Preference Sheet
- Job Series Selection Sheet
- OF 306 (Declaration for Federal Employment)

Additionally, if you are currently a federal employee, the following must also be timely and completely and correctly submitted to be considered for the NAIP program:

- Most recent SF-50 (Notification of Personnel Action)
- Excepted Service Conversion Statement

For those individuals seeking veterans preference consideration the following must also be timely and completely and correctly submitted to obtain veterans preference consideration, as applicable:

- DD214 Military Discharge Certificate – Member 4 copy
- SF-15 Application for 10-point Veterans Preference with documentation as required

Additional optional documentation applicable to all candidates includes:

- OPM Form 1386 (Race and National Origin Questionnaire)
- Recruitment Source Questionnaire

All qualified applicants will receive consideration without regard to race, religion, color, age, national origin, lawful political affiliation, sex, marital status, sexual orientation, handicap not disabling to the job, or other non-merit factor.

The NAIP provides reasonable accommodation to applicants with disabilities. If you need a reasonable accommodation for any part of the application or hiring process, please notify NCAWPD. The decision on granting reasonable accommodation will be made on a case-by-case basis.

Application packages that are untimely and/or incomplete and/or incorrect, failing to properly provide all required documentation, will be returned to the candidate.

NCAWPD will only receive and accept and process NAIP application packages submitted by mail directly from the candidate to NCAWPD or submitted by hand delivery by the candidate to a member of the NCAWPD staff. NAIP application packages presented to individuals who are not members of the NCAWPD staff, including but not limited to individuals representing other Navy organizations, are by definition application packages that have not been submitted to NCAWPD, and as a result are not valid application submissions and will not be accepted nor processed by NCAWPD.

Electronic submission of your NAIP application such as via scanning and email transmission will NOT be accepted or processed by NCAWPD, nor returned. Application packages submitted by FAX will also NOT be accepted or processed by NCAWPD, nor returned. This is required for a variety of reasons including the requirement for ink signatures, requirement for original college transcripts (when applicable), etc.

Naval Center for Acquisition Workforce Professional Development (NCAWPD) will only accept NAIP application packages for consideration during a specified OPEN PERIOD. Such OPEN PERIODS will have an 'opening date' and a 'closing date'. NAIP application packages submitted to NCAWPD outside the OPEN PERIOD, meaning before the 'opening date' and after the 'closing date', will not be accepted and processed by NCAWPD, nor returned (unless submitted by mail directly from the candidate to NCAWPD or by hand delivery by the candidate to a member of the NCAWPD staff in which case it will be returned to the candidate). Such OPEN PERIODS will occur periodically throughout the hiring cycle based on when the need for additional candidates arises. NCAWPD reserves the right to make available such OPEN PERIODS for submission of new application packages for all available job series within the NAIP program or only for selected job series within the NAIP program. Similarly, NCAWPD reserves the right to determine the number of OPEN PERIODS required, the dates of those OPEN PERIODS, and the duration of each such OPEN PERIOD. Such OPEN PERIODS will be announced in advance on the NCAWPD website <https://wwwnt.cnet.navy.mil/navyintern/>. Within the hiring cycle, normally starting in September and running through the following spring (or until hiring is completed or closed), application packages timely and properly and appropriately submitted and resulting in the applicant being determined 'qualified' will be maintained in the 'qualified' database **for the entire hiring cycle**. At the completion of the hiring cycle, it is the sole responsibility of any and all candidates wishing to be considered for the subsequent hiring cycle (starting with the following September) to reapply. Candidates and applicants will not be automatically carried forward by NCAWPD from one hiring cycle (year) to the next unless specifically notified in writing by NCAWPD of the possibility of same. NCAWPD reserves the right to cease all further hiring within the hiring cycle upon reaching its hiring goal or if otherwise deemed to be in the best interest of the NAIP by NCAWPD or higher authority, and such action may be taken by NCAWPD without public or personal notice.

Application packages that are timely and complete and correct and properly submitted as required above and are received by NCAWPD between the 'opening date' through and including the 'closing date' will be accepted by NCAWPD and processed by NCAWPD for consideration of NAIP vacancies. Also, NCAWPD will also accept and process for consideration those application packages that are timely and complete and correct and properly submitted as required above if those application packages are postmarked by the United States Postal Service with a date matching the 'opening date' through and including a date matching the 'closing date'.

Additional OPEN PERIODS will be announced by NCAWPD on its website at <https://wwwnt.cnet.navy.mil/navyintern/> as conditions merit. Interested candidates are solely responsible for utilizing the website <https://wwwnt.cnet.navy.mil/navyintern/> to determine the availability of such OPEN PERIOD opportunities. Similarly, interested candidates are solely responsible for timely submission of their application package.

**The initial Fiscal Year 2005 OPEN PERIOD is Wednesday, September 1, 2004, through and including Friday, September 10, 2004. Applications will be accepted for all NAIP positions and locations.**

Current planning calls for additional OPEN PERIODS as follows:

November 8-17, 2004 for all NAIP positions and locations

January 3-7, 2005 for limited (specified) NAIP positions and locations – (as required)

March 28 – April 1, 2005 for limited (specified) NAIP positions and locations – (as required)

May 2-6, 2005 for limited (specified) NAIP positions and locations - (as required)

June 6-10, 2005 for limited (specified) NAIP positions and locations – (as required)

Any applicant/candidate who applies and qualifies may only apply once for any specific position (job series) during the recruitment cycle. Additional applications by the same qualified candidate for the same position (job series) for which he/she is already qualified in this recruitment cycle will be disregarded (and returned to the applicant). With the beginning of each new recruiting cycle (approximately each new fiscal year) should the existing inventory of qualified candidates be combined with new applicants/candidates of the current recruiting cycle those in the existing inventory may request to reapply in which case the highest rating (of the two – last cycle and current cycle) achieved by the candidate will pertain.

Examining (qualification, veterans preference status, etc.) decisions may be appealed once by the candidate. The request for reconsideration/review must be in writing and indicate specifically why the applicant believes the original decision was improper. Upon receipt of the written request by the candidate to have his/her examination results reconsidered, reconsideration/review will be completed within three business days and will be accomplished by an individual other than the original staff member. A formal response will be provided to the candidate.

All NAIP positions are and will be filled in the excepted service.

Some positions may require successful completion and acceptable scoring of the Administrative Careers With America (ACWA) assessment.

Candidates who applied prior to Fiscal Year 2005 must reapply to be considered.

Former NAIP interns are not eligible to apply.

Payment of relocation expenses is not authorized.

Veterans must submit DD214 and SF-15 with supporting documentation to claim preference, if applicable.

Current federal employees selected for the NAIP are removed from career / career conditional status (competitive service) and placed in the excepted service.

Qualified applicants may be removed from further consideration in the NAIP for a variety of reasons including, but not limited to, failing to respond to a selecting official's invitation to interview, indicating a desire to withdraw interest in the NAIP program, non-selection after multiple referrals, declining a job offer, failing to timely meet all job offer contingencies, failing to report for duty, etc. Once properly removed an eligible may not be restored to the inventory of qualified candidates during the current recruitment cycle.

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Individuals wishing to apply for the NAIP program may do so by timely submitting complete and correct application packages to the following address:

Naval Center for Acquisition Workforce Professional Development  
NAIP Recruitment  
5450 Carlisle Pike  
P. O. Box 2033  
Mechanicsburg, Pennsylvania 17055-0784

Individuals wishing to seek additional information regarding the NAIP program may do so by calling 717 605 3923, and ask to speak with an NAIP 'Recruiter'.

Our website is also available for your reference and use, and includes the standard forms required as part of the application package. Each of these forms should be printed, completed, signed and dated, and timely mailed to NCAWPD along with your complete/correct application package. That website address is <https://wwwnt.cnet.navy.mil/navyintern/>. Additionally, the website <https://wwwnt.cnet.navy.mil/navyintern/> will also display brief descriptions of each of the positions potentially being filled by the NAIP. This information is provided to assist candidates in making their job series selection decision.