

Overview

Job Title SUPERVISORY SURFACE MAINTENANCE SPECIALIST	Department Department of the Army
Agency Army National Guard Units	Hiring Organization N/A
Open & Closing Dates 08/04/2025 to 08/18/2025	Application Count N/A
Salary \$88,621.00 to \$115,213.00 Per Year	Pay Scale & Grade GS-12
Locations Lincoln, Nebraska	Remote Job No
Telework Eligible No	Travel Required Occasional travel - You may be expected to travel for this position.
Relocation Expenses Reimbursed No	Appointment Type Temporary promotion; NTE 12 JULY 2026
Work Schedule Full-time	Service Excepted
Promotion Potential 12	Job Family (Series) 1601 - Equipment Facilities, And Services
Supervisory Status Yes	Security Clearance Not Required
Drug Test No	Position Sensitivity And Risk None
Trust Determination Process None	Financial Disclosure No
Bargaining Unit Status No	

Summary

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THIS IS A NATIONAL GUARD TITLE 32 EXPECTED SERVICE POSITION

This National Guard Position is for a SUPERVISORY SURFACE MAINTENANCE SPECIALIST; position description number is **D1251000** is located in the Joint Force Headquarters and is part of the Nebraska National Guard.

Learn More About This Agency

Marketing Message

The National Guard is the oldest component of the Armed Forces of the National States. Since the earliest American colonial days, citizens have joined together of collective defense. We have proud tradition of coming to the aid of our friends and neighbors in times of serious emergencies. Join our National Guard team and serve your nation, your states and your community.

Marketing Link

<http://ne.ng.mil/Pages/Homes.aspx>

This Job Is Open To

Hiring Paths

Internal to an agency - appears on USAJOBS, National Guard & Reserves

Hiring Paths Clarification Text

Nebraska National Guard Area 1 ONLY

Videos

Marketing Video Link 1

N/A

Marketing Video Link 2

N/A

Duties

Duties

As a Supervisory Surface Maintenance Specialist, GS-1601-12, duties include:

(1) Directs, coordinates, and oversees the work of subordinate supervisors and employees. Plans and schedules work to be accomplished by subordinates, sets and adjust short-term priorities. Assigns work in consideration of employee skills and mission requirements. Exercises significant responsibilities dealing with headquarters' personnel, senior commanders, and staff officers of other units, organizations, and commands. Advises high-ranking management of functions, activities and services provided. Advises, counsels, or instructs employees on work and administrative matters. Makes and/or resolves decisions on work problems presented by subordinate supervisors. Develops performance standards. Evaluates subordinate supervisors' work performance and serves as a reviewing official of subordinates supervisors' workers. Improves production or increases the quality of work directed. Interviews candidates and recommends appointment, promotion, or reassignment to positions in the unit. Makes or approves selections for subordinate non-supervisory positions and recommends selections for subordinate supervisory positions. Hears and resolves employee complaints and refers group grievances, or more serious unresolved complaints, to a higher-level supervisor. Approves expenses comparable to within-grade increases, employee travel, etc. Recommends awards or bonuses for nonsupervisory personnel and changes in position classification. Provides technical supervision for field and sustainment maintenance on surface equipment issued to the ARNG.

(2) Ensures that maintenance facilities manage workflow to attain established backlog goals. Using the current automation or other programs, monitors maintenance activities OPTEMPO funds usage to ensure proper expenditure and resource management. Ensures expendable, non-expendable, and durable property is authorized, maintained, and properly accounted for. Nominates subordinate supervisors to manage maintenance facilities. Ensures established ratios for direct and indirect employees are maintained. Evaluates performance, provides counsel, advice and instructions for immediate subordinates. Hears grievances not settled at lower levels. Conducts or participates in reviews of serious disciplinary cases. Reviews performance standards, position descriptions, and proposed training plans prepared by subordinate supervisors. Reviews reports and recommendations made by subordinates for proper interpretations and application of established policies, regulations and procedures.

(3) Develops, implements, and oversees the quality assurance program for assigned surface maintenance facilities to ensure production goals as established and attained. Oversees and participates with other involved officials in developing plans and procedures for assuring quality and reliability of work products. Reviews work instructions, technical data, inspection methods, and test procedures to assure adequacy. Reviews quality and flow of materials and supplies required to support maintenance activities. Confers with supported units to resolve problems. Provides direction to ensure correction of noted deficiencies. Publishes technical information letters on quality assurance techniques and objectives. Responsible for monitoring manpower utilizations ensuring work methods, procedures, and allocations are made to best accomplish program objectives within available resources.

(4) Provides technical guidance to assigned maintenance activities through coordinated assistance and/or evaluation visits. Plans ongoing unit visits throughout the state. Visits assigned surface maintenance facilities on a regular basis to promote efficient operations, and compliance in accordance with current regulations and policies. Ensures the state maintenance support plan is reviewed and updated to reflect the most current data. Plans and develops schedules and agendas for shop supervisors' training and meetings and coordinates details to ensure an effective meeting.

(5) Responsible for conducting periodical inspections of maintenance activities to determine adequacy of work, storage; and to support current density of equipment supported and personnel employed. Provides an analysis of needs, develops requirements, and coordinates recommendations to ensure adequate facilities are established and maintained. May serve as a member of the State Facility Committee to provide technical guidance with respect to maintenance facilities or to review construction or retention documentation for correctness.

(6) Performs other duties as assigned.

Requirements

Conditions Of Employment

Military membership in the Nebraska National Guard Membership is required
Males born after 31 December 1959 must be registered for Selective Service
Obtain/maintain the level of security clearance/background check required.
May be required to successfully complete a probationary period.
Direct Deposit is mandatory.
Individuals with military incentive bonuses may be subject to recoupment.

Qualifications

NATIONAL GUARD MEMBERSHIP IS REQUIRED: Title is a Title 32 excepted service position that requires membership in a compatible military assignment in the National Guard. Selectee will be required to wear the military uniform. Acceptance of an excepted service position constitutes concurrence with these requirements as a condition of employment. Applicants who are not currently a member of the National Guard must be eligible for immediate membership and employment in the National Guard in the military grade listed in this announcement.

FOR QUESTIONS REGARDING ELIGIBILITY TO JOIN THE NEBRASKA ARMY NATIONAL GUARD PLEASE CONTACT THE LOCAL RECRUITING OFFICE AT 402-309-7458

OPEN AREAS OF CONSIDERATION: AREA 1 ONLY

DEFINITION OF AREA(S) OF CONSIDERATION:

AREA 1: Current permanent and indefinite technicians of the Nebraska Army or Air National Guard; and current Title 5 employees of the Nebraska Military Department who are military members of the Nebraska National Guard.

AREA 2: All Drill Status/M-Day members and temporary technicians of the Nebraska Air or Army National Guard.

AREA 3: Current military service members who are willing and eligible to become members of the Nebraska Air or Army National Guard.

AREA 4: All qualified candidates eligible and willing to become a member of the Nebraska National Air or Army National Guard prior to the effective date of hire.

MILITARY REQUIREMENTS

Compatible military grade and assignment required prior to the effective date of placement. This is an excepted service position that requires membership in a compatible military assignment in the Nebraska Army National Guard. Applicants who are not currently a member of the National Guard must be eligible for immediate membership. If you are not sure you are eligible for military membership, please contact a National Guard recruiter prior to applying for this position.

Military Grades: Maximum and Minimum: WO4 ONLY

Military Grade inversion within the full-time work forces is not permitted. The military grade of the full-time supervisor must equal or exceed the military grade of the personnel supervised.

Compatibility will be followed in accordance with 32 USC 709(b) and 10 USC 10216

Compatibility requirements must be met prior to appointment to the position. Selectee has 24 months to become qualified in a compatible military assignment.

Security Clearance/Background Check requirements:

Nebraska National Guard Personnel Security Manager - Please send all inquiries to ng.ne.nearng.mbx.persec@army.mil

In order to comply with US DOD requirements and ensure the safety and security of the missions, programs, property and personnel of the Nebraska Military Department, employees must obtain the appropriate background investigation and maintain the level of security clearance assigned to their respective work.

Failure to obtain, within one year of appointment, and maintain the designated type of security clearance/background check required for the respective work may result in a job offer being rescinded, separations of employment, or other actions as may be deemed in the best interest of the agency.

Prior to appointment individuals must meet the security clearance requirements for the position or submit the required documents of the Nebraska National Guard, Personnel Security Manager for processing the appropriate investigation. Required forms: SF86, PSIP Initiation Form, Fingerprints, OF306 and Application/Resume.

GENERAL EXPERIENCE:

Experience, education, or training which has provided the applicant with a knowledge of equipment maintenance work, or skill in reading engineering drawings and specifications, using test instruments, making computations, and keeping records. Experience using computer and automation systems.

SPECIALIZED EXPERIENCE:

GS-12 - 1-year specialized experience to at least the next lower grade that provided experience in applying principles, concepts, and methods of equipment, facility, or service operations sufficient in planning assignments. Experience using well-established occupational methods and techniques to determine facility, grounds, equipment overhaul, maintenance, restoration, repair needs, etc. Experience in determination of resource needs, allocation of resources, and budgeting/funding needs. Experience in human resources management policy matters affecting the entire organization, with personnel actions affecting key employees to include experience coordinating work forces and resources and negotiating with management or clients concerning problems.

QUALITY OF EXPERIENCE:

Length of time is not of itself qualifying. Candidates' experience should be evaluated based on the duties performed rather than strictly on the rank of the individual; however, established compatibility criteria/assignments must be followed. The applicant's record of experience, training, and education must show possession of the knowledge, skills, and abilities needed to fully perform the duties of the position to be filled.

Education

No substitution of education for this position.

Additional Information

If you are a male applicant who was born after 12/31/1959 and are required to register under the Military Selective Service Act, the Defense Authorization Act of 1986 requires that you be registered or you are not eligible for appointment in this agency (<https://www.sss.gov/RegVer/wfRegistration.aspx>).

CONDITIONS OF EMPLOYMENT & NOTES:

1. Must be able to obtain and maintain the appropriate security clearance of the position.
2. This position is covered by the Domestic Violence Misdemeanor Amendment (30 Sep 96) of the Gun Control Act (Lautenberg Amendment) of 1968. An individual convicted of a qualifying crime of domestic violence may not perform the duties of this position.
3. Ability to establish effective professional working relationships with coworkers and customers, contributing to a cooperative working environment and successful accomplishment of the mission.
- *4. Irregular and/or overtime (compensatory) hours may be required to support operational requirements or contingencies or may be required to work hours outside of the normal duty day.
5. The duties and responsibilities of your job may significantly impact the environment. You are responsible to maintain awareness of your environmental responsibilities as dictated by legal and regulatory requirements, your organization, and its changing mission.

Benefits

N/A

Benefits Link

<https://www.abc.army.mil/>

How You Will Be Evaluated

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Once the announcement has closed, your resume and supporting documentation will be used to determine if you meet the qualifications listed on this announcement. Your answers to the assessment questionnaire will be verified against information provided in your resume and other supporting documentation. Be sure that your resume clearly supports your responses to all the questions addressing experience and education relevant to this position.

In describing your experience, please be clear and specific, we will not make assumptions regarding your experience. If, after reviewing your resume and supporting documentation, a determination is made that you have inflated your qualifications or experiences, your rating will be adjusted or you may be excluded from consideration for this position.

Your qualifications will be evaluated against general and specialized experience under the "Qualifications" section and against the following competencies (knowledge, skills, abilities and other characteristics):

Required Documents

Required Documents

1. Your **resume** showing work schedule, hours worked per week, dates (format should include Month and Year) of employment and duties performed.

Use this link for [Resume Tips](#).

2. **Other supporting documents (optional)**

- Cover Letter
- DD-214
- Other
- Other Veterans Document
- SF-50
- Transcript

How To Apply

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To apply for this position, you must complete the online application and submit the documentation specified in the Required Documents section below.

A complete application package must be submitted by 11:59 PM (Eastern) on the closing date of the announcement to receive consideration.

To begin, click **Apply** to access the online application. You will need to be logged into your USAJOBS account to apply. If you do not have a USAJOBS account, you will need to create one before beginning the application.

Follow the prompts to **select your resume and/or other supporting documents** to be included with your application package. You will have the opportunity to upload additional documents to include in your application before it is submitted. Your uploaded documents may take several hours to clear the virus scan process.

After acknowledging you have reviewed your application package, complete the Include Personal Information section as you deem appropriate and **click to continue with the application process**.

You will be taken to the online application which you must complete in order to apply for the position. Complete the online application, verify the required documentation is included with your application package, and submit the application.

To verify the status of your application, log into your USAJOBS account (<https://my.usajobs.gov/Account/Login>), all of your applications will appear on the Welcome screen. The Application Status will appear along with the date your application was last updated.

For information on what each Application Status means, visit: <https://www.usajobs.gov/Help/how-to/application/status/>.

Agency Contact Information

Questions About This job

Jon Sronce
Phone: 402-309-8173
Email: jon.c.sronce.civ@army.mil

Agency Information

NE SMM
2433 NW 24th Street
Lincoln, NE 68524

Next Steps

Once your online application is submitted you will receive a confirmation notification by email. Your application will be evaluated by the Human Resources Office to determine your eligibility for the position. After the evaluation is complete, you will receive another notification regarding the status of your application.

Qualified candidates will be referred to the selecting official in the following order:

- 1. Fully qualified Area 1 applicants

Release URL

Release URL

<https://www.usajobs.gov/GetJob/ViewDetails/842359300>