

Overview

Job Title SURFACE MAINTENANCE MANAGER	Department Department of the Army
Agency Army National Guard Units	Hiring Organization N/A
Open & Closing Dates 06/25/2025 to 07/11/2025	Application Count N/A
Salary \$105,383.00 to \$137,000.00 Per Year	Pay Scale & Grade GS-13
Locations Lincoln, Nebraska	Remote Job No
Telework Eligible Yes - as determined by the agency policy.	Travel Required Occasional travel - You may be expected to travel for this position.
Relocation Expenses Reimbursed No	Appointment Type Temporary Promotion; 12 JULY 2026
Work Schedule Full-time	Service Excepted
Promotion Potential None	Job Family (Series) 1601 - Equipment Facilities, And Services
Supervisory Status Yes	Security Clearance Secret
Drug Test No	Position Sensitivity And Risk Non-sensitive (NS)/Low Risk
Trust Determination Process National security	Financial Disclosure No
Bargaining Unit Status No	

Summary

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This National Guard position is for a SURFACE MAINTENANCE MANAGER, PD# D1249000and is part of G4-SMM, Nebraska Army National Guard.

Learn More About This Agency

Marketing Message
The National Guard is the oldest component of the Armed Forces of the United States. Since the earliest American colonial days, citizens have joined together for collective defense. We have a 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/Home.aspx>

This Job Is Open To

Hiring Paths
Internal to an agency - appears on USAJOBS

Hiring Paths Clarification Text
Nebraska National Guard Area 1 applicants ONLY

Videos

Marketing Video Link 1

N/A

Marketing Video Link 2

N/A

Duties

Duties

As a SURFACE MAINTENANCE MANAGER, GS-1601-13, duties include:

(1) Manages, directs, coordinates, and oversees the ARNG State Surface Maintenance program. Determines goals and develop plans independently or jointly with higher management. Contributes significantly to the determination of resource needs, allocation of resources, and is accountable for their effective use. Makes or recommends organizational changes that have considerable impact, such as those involving basic structure, operating cost, and key positions. Considers a broad spectrum of factors when making decisions (or recommendations to higher level management), including such matters as employee relations, labor-management relations, and the effect on other organizations. Coordinates program efforts with other organizations or with National Guard Bureau (NGB) personnel. Assesses the impact of the organization's programs on other organizations in the state. Sets policy for the organization in such areas as determining program emphasis and operating guidelines. Understands and communicates NGB policies and priorities throughout the organization managed. Deals with human resources management policy matters affecting the entire organization, with personnel actions affecting key employees, or other staffing actions having significant impact. Delegates authority to subordinate supervisors and holds them responsible for the performance of their units.

(2) Plans and schedules work and production 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.

(3) Manages all aspects of the maintenance program, to include long- and short-range planning, maintenance training and proficiency, human resources direction, budgeting, etc. Formulates directives, serves on policy boards, serves on financial management committees, etc. Ensures compliance with National Maintenance Program (NMP) business procedures when scheduling and executing sustainment maintenance operations.

(4) Provides technical and administrative advice to the Director of Logistics (DOL), commanders, and various staff officers regarding the surface maintenance programs, fiscal matters, organizational planning, and staffing for all levels of maintenance. Represents the state in major command conferences affecting the maintenance program. Serves as a liaison with Army Commands, NGB, DOL, Army Depots, etc., in all matters pertaining to maintenance activities.

(5) Plans and establishes maintenance policies, programs, and procedures to assure effective support of DoD (Department of Defense) and training mission requirements. Confers with commanders and staff to establish and implement maintenance policies, programs, and procedures. Establishes goals, objectives, and requirements for surface maintenance related funds.

(6) Evaluates accomplishment of the surface maintenance program to ensure systems and programs are functioning properly; effective utilization and maintenance of equipment; and that projects are accomplished within established deadlines. Adjusts major scheduling of projects, as necessary, to meet changing requirements. Evaluates and ensures that results of equipment surveys and cost feasibility studies for additions or changes in the surface maintenance program are consistent with the latest technical developments and the needs of the state. Responsible for production and maintenance management analysis regarding the effective utilization of resources.

(7) 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

6/25/2025 10:02 EDT

NATIONAL GUARD MEMBERSHIP IS REQUIRED: This 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: O5/CW5; Minimum: O4/CW5; 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:

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.

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

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: Have at least 1 year experience at the previous lower grade or equivalent experience and education 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. Experience in managing the function of the work to be performed. Experience which includes leading, directing and assigning work of personnel

Education

N/A

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/>)

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):

Administration and Management, Customer Service, and Technical Competence

To preview the assessment questionnaire, please use the following link: <https://apply.usastaffing.gov/ViewQuestionnaire/12754570>

Required Documents

Required Documents

To apply for this position, you must submit a complete Application Package which includes:

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
- 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 ONLY**

Release URL

Release URL

<https://www.usajobs.gov/GetJob/ViewDetails/839429700>