

Job Advertisement Analysis Essay

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IDS 493: Electronic Portfolio Project

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1# Writing Assignment: Job Advertisement Analysis

At any given moment, nearly two million people are flying in through the sky in airplanes, with a few even traveling aboard rocket ships (PTC - Aviation Academy, 2022). A century ago, this would have been considered science fiction, but today it is a reality. The key to this progress lies in advanced aviation electronics, avionics, which make air travel seem routine. Developing, testing, and installing avionics equipment is critical to the safety of the aviation industry, which millions of people entrust their lives. This paper conducts a content analysis of Avionics technology job advertisements for individuals seeking to apply to their craft. Content analysis is defined as examining the smaller components of a large subject, job ads in this case, to get a deeper understanding of its purpose and meaning (Lafever, 2024). By understanding what employers are looking for, I can strategically hunt for employment opportunities and optimize my resume to increase my chances of being hired. To achieve this understanding, the four job advertisements will be collectively analyzed to identify patterns that are relevant to the content analysis. Items of interest in this section are formal education and experience, key skill, work schedules, travel, remote work, and benefits. Then, a conceptual content analysis, which includes coding, of the advertisements is conducted to reveal the deeper nature of the positions beyond just the description presented in the ads. Let's begin with the job ads examination.

The ads analyzed were selected based on the types of jobs I plan to seek and found by searching for "avionics" on various job-hunting websites. The search yielded jobs that involve testing, installing, and troubleshooting from the managerial perspective of avionics systems to either aid customers operations or in the development of new aircraft. The job titles of the positions vary since the scope of each are slightly different, but contain avionics, engineer, or electronics. All jobs are full-time, forty hours per week with some offering unique scheduling

that has a “four days on, three days off work schedule.” The description of the positions involves the leading or integrating with a team for the operation, maintenance, and development of advanced avionics systems. These duties fit perfectly with my knowledge and experience. Over the course of my military career, I maintained and operated avionics systems on several different aircraft type.

As I progressed in my military career, my responsibilities grew from day-to-day hands-on tasks to leading and developing teams in the execution of maintenance, testing, and operating of avionics equipment while ensuring timelines and schedules were met. Based on these descriptions, I would accept these positions for employment as my knowledge and skills align with the requirements outlined. Some of the positions provide support to customers out of the local area, so there are different potential travel requirements varying from zero up to fifty percent. Zero to twenty percent is the most amount of travel I would seek in a job advertise, so I would avoid accepting the position that requires fifty percent travel time. The common credentials listed in the ads are bachelor's degree in a technical field along with extensive knowledge and experience with avionics systems. They also ask for eight to ten years of work experience and the ability to lead or mentor teams.

One of the jobs requires the Defense Acquisition Workforce Improvement certification and is something that I can work towards after the completion of my bachelor's degree. Another requirement is a current security clearance that has been recertified with in the last 5 years. I have an active clearance that was recertified in 2022, so I already meet this requirement. Once I complete my degree, I will also meet the education requirement along with the necessary years of experience. A common word among the ads is communication as one of the desired skills. Both oral and written communication is highlighted as an important skill to address peers, high

level leaders, and outside organizations to deliver clear and concise technical information. The ePortfolio is a great tool to show written communication skills with the artifacts from past courses, such as my IDS300W interdisciplinary research paper. There is a noticeable difference hierarchy of manage, coordinate, and scheduling that the ads contain. These are specifically called out by the ads to show the need to meet timelines for various efforts, such as modifications or testing of systems to meet customer demands.

There are partial remote work opportunities, but I must be in the local area of the job. Benefits of jobs include 401K and medical care, including eye and dental. It also includes varying levels of time off and sick days. The company is large international company that is a leader in the defense industry. Since it is vital to national security, I would like to work for a company that has such a large impact on the country in terms of defense and community. The company also has big government contracts that should provide for a stable work environment that isn't affected by economic volatility. With the ads descriptions broken down to its relevant parts, its time to perform the content conceptual analysis.

Overall, these are technical positions that require advanced understanding to avionics. Repetition of words or phrases can reveal the key skills of interest to the candidates (Burry, 2022). Using an automated word frequency counter to code the ads, the word "technical" appears eighteen times, which confirms the technical nature of the jobs. This goes to show there is an emphasis on the need for advanced avionics technical knowledge and understanding. Also, the words team, planning, and development appear eleven times each, which highlights how a candidate's knowledge is going to be used in the effort to achieve the companies' goals and timelines. These words are even more impactful when looked at from the defense industry point of view. Too often, defense programs fall behind schedule and hit cost overruns due to

combination of technical and mismanagement issues, so the inclusion of these words indicate that the company wants employees that will reduce these issues (National Science Foundation [NSF], 2018). Ultimately, it means these jobs will be heavily driven by deadlines to meet the required timeline that are either self-imposed or required by an outside organization. A phrase that stood out when using an automated phrase counter was “security clearance”, which was mentioned four times. This shows that these jobs will be working in areas that are sensitive to national security and involve the handling of classified material that requires high levels of trustworthiness in the candidates. As such, applying for this job means that my personal affairs can affect my employment status, such as financial issues, violations of the law, and even foreign associations or assets. This means that I must make smart decisions in my personal life to maintain my trustworthiness and security clearance for continued employment in these positions. By performing this conceptual content analysis on the ads, there is underlying requirements the company is trying to meet with timelines and trusted workforce.

The content analysis of avionics job advertisements reveals key patterns and expectations from potential employers, particularly in terms of technical expertise, teamwork, and time management. By analyzing common terms such as “technical” and communications,” it is clear these roles require a strong background in avionics and effective interpersonal skills to manage complex projects in a high paced industry. These insights not only highlight the importance of tailoring my resume to match these expectations but also so reinforce my preparedness for roles that demand both technical and leadership abilities. Moving forward, I can confidently pursue positions that match my skills and aspirations within the aerospace industry, particularly those that are oriented with national defense.

References

Burry, M. (2022, February 1). *How to decipher a job advertisement*. The Balance.

<https://www.thebalancemoney.com/how-to-decode-a-job-advertisement-2061002>Links to an external site.

Lafever, K. (2024, September 6). *Content analysis* [PowerPoint slides]. Canvas.

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National Science Foundation. (2018). *Study of cost overru and delays of Department of Defense's space acquisition program*. <https://par.nsf.gov/servlets/purl/10109924>

PTC - Aviation Academy. (2022, October 28). *How many planes are in the air right now?* World PTC. <https://www.worldptc.com/blog/aviation-learn-more-how-many-planes-are-in-the-air-right-now>

1. Avionics Manager at General Atomics

Date posted 08/19/2024**Job ID** 46010BR**Company** General Atomics Systems Integration**Experience Level** Supervisory**Job Title** Avionics Supervisor**City** San Diego**State** California**Workstyle** Onsite**Full-Time/Part-Time** Full-Time **Salary Range** \$89,180 - \$155,825

Job Summary General Atomics Systems Integration, LLC (GA-SI), an affiliate of General Atomics, is a provider of military and commercial engineering services. GA-SI is a leading-edge expert in systems integration technologies, reliability improvements, and controls system design.

We have an exciting opportunity for an Avionics Supervisor to lead our Avionics Ground Ops Team in San Diego, California.

This position is responsible for managing, planning, and coordinating the daily operations of avionics manufacturing including maintenance, modification, troubleshooting, overhaul, and repair of electronic and mechanical devices used for air vehicles, ground control stations, ground data terminals and ground support equipment. Manages and coordinates activities to meet production safety, quality, schedule, and cost objectives while ensuring FAA maintenance requirements are met. Oversees day-to-day activities including planning, training, supervision, and work assignments of avionics personnel. May accomplish objectives through professional staff. May be responsible for decisions that impact the department such as changes to the schedule or allocation of resources.

DUTIES AND RESPONSIBILITIES

- Manage a pool of flex Avionics technicians to ensure that the customer receive quality, trained personnel deployed CONUS and OCONUS to support company programs.
- Manage the planning, scheduling, and activities of avionics operations to achieve business, safety, quality, and financial objectives and to support delivery commitments.
- Develop methods to improve technician training quality and efficiency.
- Manage deployment schedule and technical efforts of avionics technicians to support company and customer operations off-site.
- May collaborate with other departments (integration, pilots, maintenance, and mechanics) to ensure program objectives are met.
- May represent the organization with outside vendors and/or customers.
- Manage and actively participate in the planning, attraction, selection, retention, and development of human resources to ensure the availability of the required management, professional, and technical talent.

- Maintain the strict confidentiality of sensitive information.
- Responsible for ensuring all laws, regulations and other applicable obligations are observed wherever and whenever business is conducted on behalf of the Company.
- Responsible for ensuring work is accomplished in a safe manner in accordance with established operating procedures and practices.
- Provides leadership and directs the daily operation of assigned staff by prioritizing and scheduling work assignments including deployment in support of company and customer operations.
- Oversees the progress of deployed technicians and provides direction and guidance as required.
- Identifies issues and provides leadership in developing solutions to complex problems. Determines feasibility of repair or replacement.
- Develops programs and procedures for the training of personnel while ensuring training requirements are met.
- Represents the organization with outside vendors and customers regarding maintenance, inspection or repair.
- May assist in the development and execution of company policies affecting current operations that may also have a company-wide impact.
- Participates in the planning, attraction, selection, retention and development of personnel to ensure the availability of the required professional talent.
- Maintains the strict confidentiality of sensitive information
- Responsible for observing all laws, regulations and other applicable obligations wherever and whenever business is conducted on behalf of the Company
- Expected to maintain a productive and safe working environment in accordance with established operating procedures and practice
- Additional Functions: Other duties as assigned or required.

We recognize and appreciate the value and contributions of individuals with diverse backgrounds and experiences and welcome all qualified individuals to apply.

Job Qualifications:

- Typically requires a Bachelors degree in a related technical field and nine or more years of progressive professional experience in manufacturing processes and procedures, planning, scheduling, and budget management with at least three of those years leading

manufacturing processes and/or personnel. May substitute equivalent experience in lieu of education.

- Must demonstrate a strong technical understanding of avionics principles and practices.
- Must have proven project management and leadership skills, including organizing, planning, scheduling, and coordinating workloads to meet established deadlines or milestones.
- Must have the ability to identify issues, analyze and interpret data and develop innovative solutions to a variety of complex problems and strong analytical, verbal and written communication skills to accurately document, report, and present findings to a variety of audiences.
- May be required to represent the company on external projects
- May work extended hours, and travel as needed.

Salary:\$89,180 - \$155,825

Travel Percentage Required 0 - 25**Relocation Assistance** Provided Not Provided**US Citizenship Required?** Yes**Clearance Required?** Yes**Clearance Level** Secret**[Apply Now](#)**

2. Electronics Engineering Associate Manager Lockheed Martin

Electronics Engineering Associate Manager (Displays)

Job Responsibilities

Job ID: 675260BR**Date posted:** Sep. 16, 2024**Program:** F-35

Description: This position is for the Associate Managers leading an F-35 Combat Core Subsystems Team: Displays Hardware Team. This position provides a great opportunity to demonstrate both technical and leadership skills. The Associate Manager will report to the Fort Worth Processors and Displays Hardware Team Manager and will perform leadership duties that include: Performance appraisals, staffing, budgets, training oversight, mentoring, and career guidance. They will direct a diverse team of engineers supporting the F-35 programs.

This manager will provide technical avionics development direction and sustainment expertise to the team. The selected individual will provide supplier management assistance and support to the Displays Hardware team and when required will provide technical/supplier management support to the rest of the Hardware teams.

Basic Qualifications:

- Bachelor's degree from an accredited college.
- Experience working with avionics, and hardware/software systems integration.
- Experience with avionics product development, supplier management and working directly with customers.
- Demonstrated leadership and mentoring skills.

Desired Skills:

- Extensive technical experience in avionic subsystem development, supplier technical management, systems integration and test.
- Proven leadership and team-building skills. Effective communication skills, both oral and written. Must be comfortable briefing peers, leadership, and internal/external customers.
- Candidate must demonstrate the ability to lead and coach people with a focus on development & learning.

Security Clearance Statement: This position requires a government security clearance, you must be a US Citizen for consideration.

Clearance Level: Secret with Investigation or CV date within 5 years

Other Important Information You Should Know

Expression of Interest: By applying to this job, you are expressing interest in this position and could be considered for other career opportunities where similar skills and requirements have been identified as a match. Should this match be identified you may be contacted for this and future openings.

Ability to Work Remotely: Part-time Remote Telework: The employee selected for this position will work part of their work schedule remotely and part of their work schedule at a designated Lockheed Martin facility. The specific weekly schedule will be discussed during the hiring process.

Work Schedules:Lockheed Martin supports a variety of alternate work schedules that provide additional flexibility to our employees. Schedules range from standard 40 hours over a five day work week while others may be condensed. These condensed schedules provide employees with additional time away from the office and are in addition to our Paid Time off benefits.

Schedule for this Position:4x10 hour day, 3 days off per week

Lockheed Martin is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, protected veteran status, or disability status.

The application window will close in 90 days; applicants are encouraged to apply within 5 - 30 days of the requisition posting date in order to receive optimal consideration.

At Lockheed Martin, we use our passion for purposeful innovation to help keep people safe and solve the world's most complex challenges. Our people are some of the greatest minds in the industry and truly make Lockheed Martin a great place to work.

With our employees as our priority, we provide diverse career opportunities designed to propel, develop, and boost agility. Our flexible schedules, competitive pay, and comprehensive benefits enable our employees to live a healthy, fulfilling life at and outside of work. We place an emphasis on empowering our employees by fostering an inclusive environment built upon integrity and corporate responsibility.

If this sounds like a culture you connect with, you're invited to apply for this role. Or, if you are unsure whether your experience aligns with the requirements of this position, we encourage you to search on [Lockheed Martin Jobs](#), and apply for roles that align with your qualifications.

Experience Level:Experienced Professional

Business Unit:AERONAUTICS COMPANY

Relocation Available:Possible

Career Area:Electronics Engineering

Type:Full-Time

Shift:First

[Apply Now](#)

About

At Lockheed Martin, we apply our passion for purposeful innovation to keep people safe and solve the world's most complex challenges.

Mission-Focused Innovation: From aerospace to outer space to cyber space, you can solve the world's most complex challenges for our customers.

Foundational Values: Our culture of performance excellence, ethics, teamwork and inclusion is embedded in everything we do.

Diverse Career Opportunities with Meaningful Work: Grow your career and skills for life. Our technology-driven learning platforms and programs enable your development and agility.

Your Health, Your Wealth, Your Life: Our flexible schedules, competitive pay and comprehensive benefits enable you to live a healthy, fulfilling life at and outside of work.

Empowered to Be Your Best: Use your strengths to make a difference in the lives of one another, our customers, our communities and our planet.

Commitment to Sustainability: We foster innovation, integrity and security to preserve the environment, strengthen diverse communities and propel growth.

Here, the possibilities are endless because we offer:

3. Specialist, Field Engineering – Avionics L3 Harris

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Here, the possibilities are endless because we offer:

4. General Engineer Air Force Test Center

About the Air Force Test Center:

The Air Force Test Center (AFTC) is where tomorrow's Air Force is tested! Long considered the "Center of the Aerospace Testing Universe", AFTC is truly where Air Force superiority begins. Home to many Aerospace establishments and records, AFTC remains the state-of-the-art leader in Aerospace testing, and provides the warfighter with cutting-edge technology. AFTC does not only celebrate its past, but we continue to lead from the front. Join our team today and make Aerospace history!

About the Role:

The Air Force Test Center is looking for two full-time General Engineers (NH-0801-03) to work at the 412 Test Wing, 412 Electronic Warfare Group, 445 Test Squadron, Nellis Operating Location (445 TS/EWJO) at Nellis Air Force Base.

In this position you will apply technical work and professional engineering to modeling and simulation systems that support developmental and operational test and evaluation (DT&E and OT&E) test programs, as well as High End Advanced Tactics, Training, & Test (HEAT3). These simulation systems consist of distributed computer networks integrating digital and analog processors, cockpit displays and controls, mechanical and electrical interfaces, and operational flight program software. The position covers the ability to lead a test & engineering team responsible for planning, executing, analyzing, and reporting on test & training programs. These programs include advanced weapon systems (i.e., 4th and 5th Gen fighters, and beyond) operating within a representative synthetic battlespace that incorporates linked high-fidelity human-in-the-loop cockpit simulators on the red and blue sides.

APPLY NOW! THIS JOB CAN CLOSE AT ANY TIME!

Location: Las Vegas, NV (Nellis Air Force Base)

Typical 2024 salary range: \$88,756 - \$137,209 per year (includes locality)

Telework Information: Up to 20% telework possible (must reside in local area)

Travel Requirements: Up to 25% travel possible

Incentives:

- This position MAY be eligible for a recruitment/relocation incentive. Specifics will be discussed with the Selecting Official.
- This position MAY be eligible for paid relocation (Permanent Change of Station (PCS) costs MAY be paid). Specifics will be discussed with the Selecting Official.
- This position MAY be eligible for a Student Loan Repayment (SLR) incentive. Specifics will be discussed with the Selecting Official.

Direct Hire Authority: NO 6-MONTH WAIT! Recently retired and/or retiring from MILITARY service ARE eligible for immediate appointment for AFTC positions. The 180-day waiting period has been waived for AFTC to hire recently retired and/or retiring service members.

Desired Skills:

- 2 years of flight test or operations experience desired
- 2 year of test program lead experience desired
- 2 years of experience in computer programming desired

Major Duties:

- Ensures an integrated approach to modeling and simulation activities applied to test & high-end training.
- Participates in, and ensures integrated test program support for design reviews, Test Plan Working Groups (TPWG), and other test planning activities.
- Leads the contractor workforce in data collection, reduction, analysis & reporting of simulation tests and training events.
- Develops operating procedures, test plans, and test reports within required suspense dates established by management.
- Identifies and resolves problems of a conflicting or obscure nature, taking positive corrective action.

Qualifications/Requirements:

- U.S. Citizenship
- Obtain & maintain Security clearance
- This is a designated Drug Testing Position
- Education requirements (Check OPM Qualifications Standard and Individual Occupational Requirements (IOR))
- DAWIA Certification
- Subject to TDY approximately 30 days per year
- Must have the technical knowledge of concepts, principles, and techniques across multiple interrelated and integrated technical and test engineering disciplines applied to human-in-the-loop simulators of advanced aircraft weapon systems (4th, 5th gen and beyond). Ability to apply advanced sensor and weapon systems expertise, to develop and operate test events for complex integrated live virtual and constructive battlespace test events.
- Must have the technical knowledge of combat aircraft avionics, armament, electronic warfare systems, and related subsystems, including mission planning systems and procedures. Knowledge of the methods, principles, practices, and programs related to development of instructional materials, and training resources to support briefings of advanced weapon systems PVI and tactics information.
- Must have the knowledge of combat air vehicles, EO/IR/RF weapons & sensors, EW, & signature management with respect to operational flight test planning, execution, and data reduction. Proficient in-flight test conduct, coordination, supervision, and data analysis/evaluation as compared with applicable truth sources and model data. Experienced in technical report generation and administrative aspects of flight test programs. Skilled in the use of a variety of computer applications and software, to include high fidelity simulators, sufficient to meet desired test objectives and demonstrate/employ flying procedures and maneuvers in mission training and test events.

- Must have the ability to plan and organize work, coordinate between various electrical/electronic/aerospace/mechanical engineering and test disciplines; coordinate with USAF, USN, DOD, other federal government agencies, and defense contractors. Ability to research, analyze, interpret, and apply rules, regulations, and procedures to a variety of situations and to recommend accurate, timely, and economical solutions.

Air Force Civilian Service Employment Benefits:

Paid Time Off:

- 11 Federal Holidays off per year
- Vacation time (Annual Leave) accumulates based on length of employment. Starts at 13 days (104 hours) per year and up to 26 days (208 hours) per year
- 13 sick days per year (104 hours)

Retirement:

- Pension: Federal Employees Retirement System (FERS)
- 401K: Thrift Savings Plan (TSP) available with up to 5% agency matching

Health & Wellness:

- Various Medical, Dental & Vision packages to choose from for entire family
- Flexible Spending Account
- Federal Long Term Care Insurance, and Life & Disability Insurance

Work/Life Balance:

- Family and Medical Leave Act
- Employee Assistance Program (EAP)
- Flexible Work Arrangements (dependent on position)

Career Development:

- Tuition Assistance & Professional Development opportunities
- Career enhancement and promotion opportunities

To learn more about our benefits, please check out the AFTC Benefits Trifold at https://simplebooklet.com/230809aftcbenefitstrifold_v5.

Federal Resume Tips:

<https://afciviliancareers.com/PDF/FederalResumeWriting.pdf>

<https://www.usajobs.gov/Help/faq/application/documents/resume/what-to-include/>

Office of Personnel Management (OPM) Classification & Qualifications for Federal Government Employees:

<https://www.opm.gov/policy-data-oversight/classification-qualifications/>

To receive additional information about current and future job openings with Air Force Civilian

Service, please register at www.Afciviliancareers.com and click “Subscribe” in the top right corner.

Please visit the Air Force Test Center job board to view other career opportunities:

<https://www.aftc.af.mil/About-Us/Jobs/>

Equal Opportunity Employer. U.S. citizenship required. Must be of legal working age.

Air Force Test Center is proud to be an Equal Employment Opportunity employer, and is dedicated to advancing diversity, equity, inclusion, and accessibility. We recognize diversity encompasses many parts of one's identity including but not limited to race, color, gender (including pregnancy, childbirth, or related medical conditions), gender identity and expression, age, sexual orientation, national origin, religion, genetic information, disability status, and veteran status. AFTC encourages ALL candidates to apply as our employees' points of view are key to our success.

[nellis-jobs](#)