

**JOB OPPORTUNITY  
JOINT REGION MARIANAS  
NON-APPROPRIATED FUND (NAF) POSITION  
\*\*\*\*\*AMENDED\*\*\*\*\***

**ANNOUNCEMENT NO:** JRM-22-251

**POSITION TITLE:** Clinical Counselor, NF-0101-04, Regular Full Time, 1 Vacancy

**SALARY:** \$66,000 - \$86,000 per annum + Cost of Living Allowance (COLA) / May be entitled to Nonforeign Post Differential (NFPD)

**LOCATION:** Fleet and Family Support Center (FFSC), Naval Base Guam (NBG)

**WHO MAY APPLY:** Open to all

**OPEN DATE:** 26 July 2022

**CLOSING DATE:** 22 September 2022

**Changed from:** 06 September 2022

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**SUMMARY:** The mission of Joint Region Marianas (JRM) Warfighter & Family Readiness (WFR) is to provide the highest quality programs and services to the military community through self-sustainment across all quality of life programs. Through our work at both Morale Welfare and Recreation (MWR), Naval Base Guam (NBG), 36th Force Support Squadron (36FSS), Andersen Air Force Base (AAFB) Guam, and Marine Corps Base Camp Blaz (MCBCB) Guam, we strive to be the global model of professional support services for our customers while they are stationed here under one unified command. Please visit our website for further details: <http://www.militarymwr Guam.com/>.

Please note when a Permanent Change of Station (PCS) with the federal government is performed as part of a relocation, the IRS considers the majority of your entitlements to be taxable. The Relocation Income Tax Allowance (RITA) may offset the impact of some of these taxes. For more information you may visit the following website: <https://www.dfas.mil/CivilianEmployees/Civilian-Permanent-Change-of-Station-PCS/Tax-Information/>.

**AMENDMENT:** Vacancy announcement amended to change "Closing Date" to "22 September 2022". Applicants who applied previously under the same Announcement No. need not re-apply unless submitting updated and/or missing information.

**RESPONSIBILITIES:** Major duties and responsibilities are summarized below.

The primary purpose of this position is that of a clinical counselor providing direct service in the form of counseling individuals, couples, families, and groups on matters pertaining to family dynamics, parent-child interaction, couples communication, stress reduction, adjustment to military lifestyles, Family Advocacy Program (FAP) case management, treatment services and psycho-educational training programs. The position requires knowledge of intensive psychosocial services and a wide range of skills (casework, group work, individual and family therapy). Cases may involve multiple difficult and complex family problems including dual diagnoses, violence and impulsivity, and a variety of other mental health problems. Receives referrals for individual, marital, and family counseling for difficulties ranging from "normal" adjustment to the military lifestyle to crisis intervention and treatment of serious personal, marital, and family dysfunctions. Conducts interviews to develop psychosocial histories of clients, establish the nature and extent of dysfunctions, and to formulate diagnosis and behaviorally-specific treatment plans. Demonstrates effective independent clinical assessment skills by identifying crisis situations, e.g., suicide or homicide risk, danger of physical or sexual abuse to family members, and increased risk of further family violence. Provides crisis intervention and safety planning as required. Independently manages assigned cases, consulting with the Counseling Services Administrator (CSA) or Lead Social Worker/Family Advocacy Representative (FAR) where the case is highly complex or presents with special issues. Complies with reporting protocols involving high risk and high visibility cases. Prepare and maintain program documentation, records and reports within required timelines. Provides crisis response services following disasters/traumatic events (often after-hours or on weekends), as required. Demonstrates effective independent clinical assessment skills by identifying crisis situations, e.g., suicide or homicide risk, danger of physical or sexual abuse to family members, and increased risk of further family violence. Provides crisis intervention and safety planning as required. Provides after-hour on-call services for emergent family advocacy situations (spouse/intimate partner abuse, child abuse/neglect, child sexual abuse), including command/security consultation, evaluation of needs, crisis intervention and stabilization, safety planning, information and referral services, and victim advocacy. As directed or required, incumbent facilitates FAP training and education services to ensure that active duty military and their families are aware of the problems of domestic violence and the services available to them. May be required to conduct briefs, workshops, and training related to family violence and/or the FAP where appropriate. As directed or required, incumbent serves as liaison, and maintains a working relationship with necessary government (local and federal) and non-government agencies as well as military commands to further a comprehensive education/prevention program with regard to clinical counseling/FAP services affecting military personnel. Testifies at juvenile court, family court, and any military legal hearing regarding Family Advocacy cases as appropriate/ordered to. Performs other related duties as assigned.

A complete list of duties and responsibilities will be provided at the time of hire.

**TRAVEL REQUIRED:** Yes - Occasional travel outside the local commuting area may be required.

**SUPERVISORY STATUS:** No

**RELOCATION AUTHORIZED:** Yes – Relocation expense may be authorized / Recruitment & Relocation Incentive Negotiable

**CONDITIONS OF EMPLOYMENT:** \*SEE QUALIFICATIONS\*

**QUALIFICATIONS:** In order to qualify for this position, resumes must include information which demonstrates experience and knowledge, skills, and ability (KSAs) as they relate to this position. Applicants are encouraged to be clear and specific when describing their experience level and KSAs. If you are relying on your education to meet qualification requirements: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education ((<http://www.ed.gov/admins/finaid/accred/>)). Applicants qualifying based on education, time in grade, credentials, certification, training and/or module completion MUST provide proof of education, personnel action or SF50, credentials, statement of service, certification, training and/or module completion at the time of resume submission. Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

Must possess licensure/certification by a state or U.S. territory that provides legal authority to provide clinical services as an independent practitioner in the fields of Licensed Professional Counseling, Marriage and Family Therapy, Clinical Social Work, Clinical Psychology or Counseling Psychology; **AND**

Possess master's degree from a program accredited by the Council for Accreditation of Counseling and Related Education Programs or an equivalent degree; **OR** Master's degree from a program accredited by the Commission on Accreditation for Marriage **AND** Family Therapy Education or an equivalent degree; **OR** Master's degree in Social Work from a graduate school of Social Work accredited by the Council on Social Work Education or an equivalent degree; **OR** Doctoral degree in clinical or counseling psychology from an American Psychological Association (APA) accredited university or professional school **AND** a 1-year APA accredited clinical internship; **AND**

Have engaged in 2 years (which includes at least 2000 hours) full time, post-masters supervised clinical experience.

Knowledge of the military lifestyle that furnished the employee with an understanding of the specific demands of military lifestyles, such as frequent separations, and high stress working environments that have an extensive impact on individuals and their families. Ability to present sensitive, at times controversial information to groups of people in a clear, concise manner. Ability to modify programs to meet the ever changing needs of the active duty military community. Ability to recognize, identify and assess mental disorders per the Diagnostic and Statistical Manual. Understanding of, and ability to, apply family systems, brief solution-focused, and motivation-interviewing treatment techniques. Knowledge of dynamics and diagnostic skills necessary for family violence identification, risk assessment, and safety planning. Knowledge of family violence treatment principles for victims and offenders. Knowledge of group dynamics. Knowledge in the areas of family systems particularly as it relates to patterns of abusive behavior and abuse response, substance abuse, human behavior, human sexuality, Attention Deficit Hyperactivity Disorder, and juvenile delinquency. Ability to recognize and define personal and social problems, to independently reach accurate conclusions, and to provide appropriate solutions. Ability to effectively interview, and clinically respond to the needs of clients including assessing suicidal and homicidal and substance abuse. Ability to communicate orally to interview alleged offenders and victims; to maintain cooperative and professional relationships with law enforcement, Child Protective Services, medical treatment facilities, and senior personnel from commands of offenders and victims; and to exercise strong facilitation skills for individual and group counseling. Ability to communicate in writing to develop and prepare case management memos, correspondence, and reports; to document psychosocial assessments, treatment plans, and IDC reports; to develop lesson plans for briefing and classroom presentations. Knowledge and ability to use a personal computer and a variety of software programs to develop multi-media presentations and to facilitate work assignments. Incumbent may be required to carry objects weighing up to twenty-five pounds such as a movie projector, files, books, reference material, etc.

Must possess or be able to obtain a Secret Security Clearance and satisfactorily complete all background checks to include, Installation Records Check (IRC), and Criminal History Background Checks.

Position is subject to the Health Practitioner Credential Review and Privileging requirements. Must meet requirements at the Navy's Tier II level.

Must be flexible to provide after-hours services, when needed, for urgent FAP situations requiring consultative services, and/or other crisis response services (e.g., crisis intervention/response following disaster/traumatic events).

Must display high standards of ethical conduct.

Must possess a valid driver's license, as travel to other facilities may be required within the normal scope of duties. Occasional travel outside the local commuting area may be required for the purpose of attending and/or conducting training.

**EDUCATION:** \*SEE QUALIFICATIONS

**HOW TO APPLY:** A resume must be provided. It must include relevant work experience (start/end dates stated in month/year, # of hours worked per week, detailed description of duties, and salary), applicable education, and your contact information. For current or previous Federal employees, it should also include the Pay Plan, Series and Grade for each work experience entry. **Your resume is the main resource used to assess your knowledge, skills, and abilities as they relate to this position. You should be clear and specific when describing your work experience as it relates to this position.**

For current or previous Federal employees, please attach a copy of your most recent SF-50 or agency notification of personnel action form that provides current position, grade level, and duty location.

Please provide a copy of your College transcript(s) which support those qualifications for which you wish to have considered.

Applicants qualifying based on education, time in grade, credentials, certification, training and/or module completion **MUST** provide proof of education, personnel action or SF50, credentials, statement of service, certification, training and/or module completion at the time of resume submission.

Current or prior federal employees, please submit your most recent personnel action or SF50.

Military retirees, please submit your statement of service.

Documentation submitted for other/previous vacancies is not considered as part of this submission.

All resumes and documents required to prove eligibility **MUST** be submitted by the closing date on the announcement in order to be considered. **It is the applicant's responsibility to ensure accuracy and completion of requirements upon submission. Failure to provide such documentation may prevent applicants from receiving full consideration for the position.**

Submit resume and required documentation via email to [NAFJOBS@fe.navy.mil](mailto:NAFJOBS@fe.navy.mil). For additional information visit our website at <http://www.militarymwrquam.com/jobs>.

\*\*\*\*\***NOTE:** Due to the volume of resumes received, applicants **will not** be notified of any missing documentation, information, and/or notice of non-selection. **Emails and/or inquiries to [NAFJOBS@fe.navy.mil](mailto:NAFJOBS@fe.navy.mil) will not be responded to.** Applicants may contact our office at (671) 349-1154 / 2154 / 2210 / 3154 / 5154 to inquire on application status only.

**APPLICANTS CLAIMING HIRING PREFERENCE:** Please ensure you complete and submit ALL required documents to claim preference at the time of resume submission. All forms to claim preference can be downloaded via our website at <http://www.militarymwrquam.com/jobs>.

**WHAT ARE PREFERENCES?** Preferences are advantages in the candidate selection process. Individuals can claim the following preferences:

**1. Reemployment Priority List (RPL):** Qualifying separated employees shall have priority placement in the NAF activity from which they were separated as a result of a Business Based Action (BBA), when the position has substantially the same duties as the position from which they were separated and it is not a higher grade or employment category, provided the position is not being filled by an internal candidate. To claim this preference, you **MUST**:

- Submit a copy of your BBA Separation Notification indicating eligibility for RPL.

**2. Military Spouse Preference (MSP):** Qualifying spouses eligible for MSP are spouses of an active duty military member of the U.S. Armed Forces, including members of the National Guard or Reserves on active duty. The marriage must have occurred before the military member received official permanent change of station (PCS) orders to Guam. MSP is applicable only when applying for NAF positions at the NF-03 and below and equivalent craft and trade (CT) positions. To claim this preference, you **MUST**:

- Complete and Submit MILITARY SPOUSE PREFERENCE (MSP) CLAIM FORM. Form may be downloaded from: [Download MSP Form](#); **AND**

- Submit sponsor's PCS orders to Guam.

\*\*\*If you are not indicated as a spouse on the PCS orders, you **MUST** submit proof of marriage prior to PCS to Guam.

**3. Veteran's Preference/Gold Star Veteran's Preference:** Qualifying military veterans, and spouses/parents of deceased veterans shall be given employment preference over non-preference applicants if they are equally qualified. Preference applicable for positions open to external candidates. To claim Veteran's preference, you **MUST**:

- Complete and Submit VETERAN'S PREFERENCE WORKSHEET. Form may be downloaded from: [Download Vet Preference Form](#); **AND**

- Submit a copy of your DD-214 (member 4 copy)

To claim Gold Star Veteran's preference, you **MUST**:

- Complete and submit completed SF-15, APPLICATION FOR 10-POINT VETERAN PREFERENCE. Form may be downloaded from: [Download SF-15 Form](#); **AND**

- Submit a legible copy of DD-1300; **AND**

- Submit any other supporting documentation (official statements, document of service, court decree, etc.).

\*\*\*Qualifying applicants with preferences are considered in the order listed above. Then all other qualifying applicants are considered.

Failure to provide all of the required information and/or documentation as stated in this vacancy announcement may result in an ineligible rating/preference or may affect the overall rating/preference.

**BENEFITS:** A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- Benefits for federal employees
- Healthcare insurance
- Pay and leave

You can review our benefits at: <http://www.navymwr.org/resources/hr/>

Regular Full-Time (35 - 40 hours per week) All benefits offered including medical, dental, life insurance, spouse & child life insurance, long term disability, annual and sick leave, retirement, and 401(k) savings plan.

Regular Part-Time (20 - 34 hours per week) Medical, dental, life insurance, spouse & child life insurance, annual and sick leave, retirement, and 401(k) savings plan.

Flexible (0 - 40 hours per week) No benefits offered.

#### **ADDITIONAL INFORMATION:**

Some positions have special requirements. In these cases, selection is tentative pending satisfactory completion of these requirements.

All selections are contingent upon obtaining satisfactory background and employment reference checks.

Males must be registered for or exempt from Selective Service (<https://www.sss.gov/register/>).

Selectees are required to participate in direct deposit.

We are an E-Verify participant.

This announcement may be used to fill additional vacancies within 60 days of issuance of referral certificate.

To ensure compliance with an applicable preliminary nationwide injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the Federal Government will take no action to implement or enforce the COVID-19 vaccination requirement pursuant to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees. Federal agencies may request information regarding the vaccination status of selected applicants for the purposes of implementing other workplace safety protocols, such as protocols related to masking, physical distancing, testing, travel, and quarantine.

The Department of the Navy is a drug-free workplace. The use of illegal drugs by CNIC NAF employees, whether on or off duty, cannot and will not be tolerated. Federal employees have a right to a safe and secure workplace. Military members and their families have a right to reliable and productive Federal workforce. **\*\*\*Marijuana is a Schedule I drug under the Controlled Substances Act and therefore use of marijuana is illegal under Federal law regardless of State laws. A positive drug test result for marijuana (or any other drug tested for) will result in withdrawal of the tentative job offer and ineligibility to apply for a position within the Department of Defense for 6 months from the date of the drug test.\*\*\***

The Department of the Navy is an Equal Employment Opportunity Employer. All qualified candidates will receive consideration without regard to race, color, national origin, religion, sex, age, mental or physical disability, genetic information, reprisal, marital status, political affiliation, sexual orientation, or any other non-merit factor.

The Department of the Navy provides reasonable accommodations to applicants with disabilities. Applicants with disabilities who believe they may require reasonable accommodation(s) should email their request to: [M-GU-JRM-NAFHRO-N9@fe.navy.mil](mailto:M-GU-JRM-NAFHRO-N9@fe.navy.mil) to ensure proper consideration is given. The decision to grant an accommodation will be made on a case-by-case basis.

**PRIVACY ACT STATEMENT FOR NAF APPLICANTS:** Authority to request this information is derived from 5 U.S.C. 301, Departmental Regulations. The purpose of this information is to determine the qualifications, suitability, and availability of applicants for employment with a NAF activity, and of current employees for reassignment, reinstatement, transfer, or promotion. The information will be used to assess qualifications, entitlement, and overall employment suitability. Completion of information on this form is voluntary. Failure to provide this information may prevent you from receiving full consideration for the position you seek.

**HOW YOU WILL BE EVALUATED:** Any experience, education, or other qualification presented on your application and/or resume is subject to evaluation and verification. Submissions are reviewed to determine if applicants meet the hiring eligibility and qualification requirements and to determine the level of KSAs related to the job requirements. Best qualified applicants are referred to the hiring manager in accordance with Military Spouse and Veteran Preference policies where applicable. If your application and/or resume lacks sufficient information, you will be rated accordingly or may be considered ineligible. The hiring manager may choose to conduct interviews, which may also be subject to evaluation and verification.

**WHAT TO EXPECT NEXT:** Applicants may be contacted for an interview within 4-8 weeks of the announcement closing date.

If you are selected for a position, you will be contacted by the JRM Regional NAF Human Resources Office with a tentative job offer. Final job offer upon completion of all pre-employment requirements.

We reserve the right to close this position without further announcement.

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