

YOUTH DIRECTOR

DEPARTMENT OF THE NAVY

Commander, Navy Installations

Joint Region Marianas

Accepting applications

Open & closing dates

🕒 08/18/2021 to 09/02/2021

Pay scale & grade

NF 4

Service

Competitive

Salary

\$64,000 to \$84,000 per year

PLUS COST OF LIVING ALLOWANCE (COLA) / MAY BE ENTITLED TO
NONFOREIGN POST DIFFERENTIAL (NFPD)**Appointment type**

Permanent

Work schedule

Full-time

Locations

1 vacancy in the following location:

Nimitz Hill, GU

1 vacancy

Relocation expenses reimbursedYes RELOCATION EXPENSE AUTHORIZED/RECRUITMENT & RELOCATION
INCENTIVE NEGOTIABLE**Telework eligible**

No

This job is open to

**The public**

U.S. citizens, nationals or those who owe allegiance to the U.S.

Announcement number

JRM-21-388

Control number

611453500

Duties

Summary

This position is located at Andersen Air Force Base (AAFB) Guam. NOTE: When a Permanent Change of Station (PCS) with the federal government is performed, the IRS considers the majority of entitlements to be taxable. The Relocation Income Tax Allowance (RITA) may offset the impact of some of these taxes. Additional Info: <https://www.dfas.mil/CivilianEmployees/Civilian-Permanent-Changeof-Station-PCS/Tax-Information/>

Responsibilities

Major duties and responsibilities are summarized below.

Program Management

Applies professional knowledge of child and youth development to develop and supervise a developmentally appropriate SAC and YP.

Implements a developmentally appropriate program that promotes the social, emotional, physical and cognitive growth of children and youth in the age categories served.

Provides program oversight and accountability for the performance of employees and the safety of children in accordance with DOD, Department of Navy (DoN), and local policies and standards.

Budgeting and Financial Management

Develops integrated budget input, conducts written analysis of budget variances as necessary, and prepares justification for funding of program resource requirements and repairs or maintenance of facilities and equipment.

Oversees the collection, accurate accounting and reporting of funds received from patrons.

Personnel Management

Responsible for the supervision of employees and volunteers. The types and number of employees supervised by this position will vary based on the size of the program and actual program requirements. Supervisory responsibilities may include supervision of the Teen Coordinator, Sports Coordinator, Teen/Sports Coordinator, Assistant Director, Program Leaders, Program Assistants, Operations Clerk(s), and Custodian(s).

Supports and carries out all established EEO objectives and policies in matters of personnel management and supervision and communicates support of these policies to subordinates.

Program Operations

Gives input into the development of CYP standard operating procedures (SOPs) as required for the efficient operation and management of facility and programs. Ensures implementation of these SOPs.

Works collaboratively with other CYP Directors to establish and implement a combined Parent Involvement Board (PIB) that includes parents and representatives from the Child Development Center (CDC), Child Development Home (CDH), SAC, and YP (as applicable to each installation). Maintains an active program of parental involvement to include a PIB, parent education opportunities, and activities that provide parents with opportunities to participate.

Compliance

Ensures compliance with, and is assessed by adherence to the standards and criteria developed by the DoN, DoD, the Military Child Care Act (MCCA), and the Council on Accreditation (COA). Takes action to obtain and retain DoD certification, and COA accreditation, and BGCA and 4-H standards. Takes action to implement recommendations or correct deficiencies resulting from inspections or accreditation visits. Prepares responses to inspection reports.

Ensures the development and provision of programs related to the core program areas outlined in the OPNAV and implements programs required by the DoN such as Boys and Girls Club of America (BGCA) or 4-H required programs.

Implements and supports policies and procedures to ensure compliance with health, fire, safety, facility, and program regulatory guidance and standards. Responsible for compliance with child abuse and neglect reporting requirements.

Ensures compliance with the US Department of Agriculture (USDA) Child and Adult Care Food Program (CACFP). Ensures food service operations provide nutritionally balanced meals and snacks in accordance with USDA guidelines.

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

Travel Required

Occasional travel - When visiting other CYP sites

Supervisory status

Yes

Promotion Potential

04

Job family (Series)

1701 General Education And Training

(<https://www.usajobs.gov/Search/Results?j=1701>)

Requirements

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://www2.ed.gov/admins/finaid/accred/index.html>) (<http://www2.ed.gov/admins/finaid/accred/index.html>).

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.

A 4-year degree in a field related to youth programs, such as youth recreation, physical education, elementary education, secondary education, home economics with an emphasis in human development, youth development, psychology, or social work, or other degree appropriate to the position being filled **AND** 3 years of full time experience working with children and/or youth; **OR**

A Master's degree in a related field of study as stated above **AND** 1 year of full time experience working with children; **OR**

A combination of education and experience (e.g. courses equivalent to a major in a field (24 higher level semester hours) appropriate to the position (see above) plus appropriate experience or additional course work that that provided knowledge comparable to that normally acquired through the successful completion of the 4-year course of study described above **AND** 3 years of full time experience working with children and/or youth.

Knowledge of the principles of child and youth development and in designing and managing an exceptionally complex program that includes, but is not limited to safety, security, disease prevention, employee training, developmentally appropriate activities, parent involvement, and facility management. Knowledge of DOD, DON, local and state regulations, instructions and procedures pertaining to military child care. Knowledge of Federal and State laws governing the detection and prevention of child abuse and/or neglect. Knowledge of facility design, functional use, and maintenance concepts pertaining to military child care. Knowledge of financial management, budgeting, and purchasing as it pertains to a child and youth program. Skill in program planning, organizing and coordinating to devise and carry out a variety of program components. . Skill working with military families and an understanding of military lifestyles is preferred. Skill in interpersonal communication and leadership to facilitate and organize a collaborative and cohesive installation CYP team. Ability to identify and respond properly to emergency situations, including evacuations, child and youth illness, and physical and emotional disorders. Ability to supervise others, exercise sound business skills, and provide positive personnel management. Ability to communicate effectively in English, both orally and in writing and possess strong interpersonal communication skills.

Position is subject to special inoculation and immunization requirements as a condition of employment for working with children. Employee is required to obtain appropriate immunization against communicable diseases in accordance with recommendations from the Advisory Committee on Immunization Practices (ACIP), which includes the influenza vaccine.

Must pass a pre-employment physical, provide evidence of immunization and be free from communicable disease. Satisfactorily complete all background checks in accordance with PL 101-647 to include National Agency Check with Written Inquiries (NACI).

Must satisfactorily obtain or complete required training certificates and maintain certifications or credentials required by federal, state or National Accreditation institutions utilized as part of DOD's Child and Youth Programs.

Education

*SEE QUALIFICATIONS

OTHER REQUIREMENTS: 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/> (<https://www.sss.gov/register/>))

Selectees are required to participate in direct deposit.

We are an E-Verify participant.

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

The Department of the Navy provides reasonable accommodation to applicants with disabilities. Applicants with disabilities who believe they require reasonable accommodation should email them to: M-GU-JRM-NAFHRO-N9@fe.navy.mil to ensure that the Department of the Navy can consider such requests. 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.

Additional information

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 knowledge, skill, and ability 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.

Click the following link to preview the applicant questionnaire: [Preview Applicant Questionnaire](https://app.fedhrnavigator.com/usajobs/vacancy.do?operation=preview&vhr=51355&eca=232) (<https://app.fedhrnavigator.com/usajobs/vacancy.do?operation=preview&vhr=51355&eca=232>)

Background checks and security clearance

Security clearance

[Other](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/) (<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>)

Drug test required

No

Required Documents

- A resume should be provided. It should include relevant work experience (start/end dates stated in month/year, description of duties and salary), applicable education at a minimum, 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.

- 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.

***SEE HOW TO APPLY FOR ADDITIONAL REQUIRED DOCUMENTS**

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/) (<http://www.ed.gov/admins/finaid/accred/>).

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.

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.

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.

<http://WWW.NAVYMWR.ORG/RESOURCES/HR/>

How to Apply

Go to www.usajobs.gov/ (<http://www.usajobs.gov/>).

to create an account or log in to your existing USAJOBS account. Only applications submitted through USAJOBS will be considered. E-mailed applications will **NOT** be accepted. **All applications MUST be submitted by the closing date on the announcement in order to be considered.**

ALL APPLICANTS: 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.

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

APPLICANTS CLAIMING HIRING PREFERENCE: Please ensure your status is indicated in your USAJOBS account and ALL required documents to claim preference are submitted at the time of resume submission.

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:

<https://www.militarymwr Guam.com/modules/media/?do=download&id=91d40da0-9cdd-47d8-b35c-ec69bd4da0a0>
(<https://www.militarymwr Guam.com/modules/media/?do=download&id=91d40da0-9cdd-47d8-b35c-ec69bd4da0a0>)

; 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:

<https://www.militarymwr Guam.com/modules/media/?do=inline&id=a52f3871-ca34-4c8f-9fab-a5989a6265f9>
(<https://www.militarymwr Guam.com/modules/media/?do=download&id=9e9f89f5-0b7a-49cb-a1d4-c00bf57db516;AND>)

; 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:

https://www.opm.gov/forms/pdf_fill/sf15.pdf
https://www.opm.gov/forms/pdf_fill/sf15.pdf

; **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.

Technical Support

- Check the status of the application system and maintenance schedule here: status.fhrnavigator.com
<http://status.fhrnavigator.com>
- If you experience technical difficulties applying online, report it here: support@econsys.com
[mailto:support@econsys.com?subject=Apply Online / Joint Region Marianas / JRM-21-388](mailto:support@econsys.com?subject=Apply+Online+Joint+Region+Marianas+JRM-21-388)
 . The support inbox is monitored Monday through Friday, from 8 AM ET until 6 PM ET.
- Make sure your status in USAJOBS is 'Received' after you submit your application to ensure it was submitted successfully.

Agency contact information

 Joint Region Marianas

Phone

[\(671\)3491155](tel:(671)3491155)
[\(tel:\(671\)3491155\)](tel:(671)3491155)

Email

M-GU-JRM-NAFHRO-N9@FE.NAVY.MIL
<mailto:M-GU-JRM-NAFHRO-N9@FE.NAVY.MIL>

[Learn more about this agency](#)
[/#agency-modal-trigger](#)

Address

Joint Region Marianas
 ATTN J9 NAF HR OFFICE, PSC 455 BOX 211
 FPO AP, GU 96540
 Guam

The mission of Joint Region Marianas (JRM) Warfighter & Family Readiness (WFR) is to enhance quality of life through customer driven services that make a difference every day in the lives of our service members and their families. 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 (MCB CB) 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/>.

Learn more about what it's like to work at Joint Region Marianas, what the agency does, and about the types of careers this agency offers at [WWW.MILITARYMWRGUAM.COM](http://www.MILITARYMWRGUAM.COM)
<http://www.MILITARYMWRGUAM.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/>
<https://www.dfas.mil/CivilianEmployees/Civilian-Permanent-Change-of-Station-PCS/Tax-Information/>

Next steps

Applicants may be contacted for an interview or may be sent a notice of non-selection within 2-8 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 temporary job offer. Final job offer upon completion of all pre-employment requirements (typically 2-8 weeks).

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

Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) for federal employees & job applicants](https://www.eeoc.gov/federal/fed_employees/index.cfm)
https://www.eeoc.gov/federal/fed_employees/index.cfm

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.

Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis.

Learn more about [disability employment and reasonable accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
or [how to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/).
(<https://www.usajobs.gov/Help/how-to/application/agency/contact/>).

Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>).

[Privacy Act](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/>).

[Selective Service](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/>).

[Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>).

[Signature & False statements](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/>).

[New employee probationary period](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/>).