

State of California, Military Department
State Active Duty (SAD)
Vacancy Announcement
1 Position Available

Position Details

Announcement Number: SAD VA 2025-010
Opening Date: 11 April 2025
Closing Date: 27 April 2025
Position Title: Equipment Operator (SAD E-5)
Duty Location: 144 FW/CES, Fresno, ANGB
Selecting Official: Facility Manager, 144 FW/CES
Projected Employment Date: 1 June 2025

Vacancy Announcement Details

The California Military Department is accepting applications for the State Active-Duty position indicated above. An appointment to this position provides full benefit status for the appointee and their beneficiaries. The incumbent will be appointed on annually renewable State Active-Duty orders through year six, at which time the incumbent may be eligible for career status IAW CMD Reg 600-1, dated 15 November 2024. Continuation and subsequent extensions of service will be determined by the individual's performance of duty and continuation of funding. **The Service Member selected for this position will be paid at their federal or California State Guard (CSG) pay grade, not to exceed E-5.** This announcement has minimum requirements. Failure to meet these requirements will cause your application to be rejected from consideration. While it is important for you to read the entire announcement closely, please pay particular attention to the instructions at the end of this announcement for documents required to submit a complete application. **Applications missing signatures and required documents will not be considered.** The Service Member selected for this position may be eligible for health, dental, vision and life insurance benefits. Other benefits may also be available to those who qualify such as Employee Assistance Programs, Group Legal Services, Long-Term Disability Insurance, Long-Term Care Insurance, Retirement Annuity, Savings Plus, and the Military Service Buy Back Program. **Reimbursement for moving and relocation expenses will not be paid.**

Eligibility Requirements

- Active members of the California Military Department (Army, Air, CSG) in the grades **E-2 through E-6** may apply. Applicants must have a military affiliation per Para 5-2 of CMD Reg. 600-1. CSG members who have no prior federal military experience must be a member of the CSG in good standing for a minimum of two years for eligibility for SAD vacancies.
- 3E2X1 or equivalent Army MOS (5 skill level desired).
- Current qualifications to operate the following pieces of equipment: Pavement Sweeper, Backhoe, Dump truck, 10K Forklift, Grader.
- Must be available to perform shift work.
- Must not be color blind.
- Applicants must maintain good standing with militia component.
- Completion of militia and civilian education requirements commensurate with the grade of the applicant are required.

- Militia assignments appropriate to the grade of the applicant are required.
- Applicants must meet, and maintain, militia component medical and physical fitness standards.
- Appropriate militia uniform with federal or state recognized rank will be worn in accordance with militia regulation.
- Must be able to pass State and Federal background checks (Live Scan), and California Military Department status verification. Continuation of employment is contingent upon maintaining favorable background checks.
- Must possess a valid state driver's license.

Primary Duties and Responsibilities

Works under the direction of the Facility Manager in the Operations Branch of the Civil Engineering Squadron. Incumbent will be given a set of work assignments with specific goals and utilize technical knowledge and abilities to accomplish them.

- Operates heavy equipment such as pavement sweepers, dump truck, backhoes, graders, compactors, up to 10K forklifts, trenchers, 5- and 10-ton tractor/trailer rigs, etc. in support of pavement, ground maintenance and repair activities.
- Operate smaller utility equipment such as farm tractors, bobcats, etc.
- Utilize hand tools for digging as necessary.
- Work will include shift work during early morning hours and may include periodic weekend work.
- Perform other facilities maintenance and repair activities as general laborer assistance as required.
- Cleans, maintains, and repairs building fixtures and equipment, including locks, windows, doors, screens, gutters, drains, shelving, replacing light bulbs and fuses, assist in maintaining and repairing electrical lines and fixtures, assists in repairing water, cooling, heating system lines and equipment, assists in repairing roofs, and painting buildings.
- Flex Scheduling: Must be available to work 1:00am - 9:00am and 7:00am - 4:30pm. The installation has 2 Equipment Operator positions. Alternate quarterly day and night shifts.

Instructions for Submitting Applications

Interested applicants must submit a completed and signed State Active-Duty Appointment Application and all required supporting documentation (listed below), to the Director of State Personnel Programs. **Applications missing signatures and/or required documents will not be considered.**

- **All Applicants:** State Active-Duty Appointment Application. To view the State Active Duty Appointment Application, please click [State Active Duty Appointment Application \(.pdf\)](#).
- **All Applicants:** Documentation of your highest level of civilian education listed on your application. (Legible copy of either diploma, degree, transcripts, record brief, RIP, etc.).
- **All Applicants:** Authorization for Release of Information Form. To view Authorization for Release Form, please click [Authorization to Release Information Form \(.pdf\)](#).
- **All Applicants:** Are **required** to submit a Resume.
- **All Applicants:** Unit Verification Memorandum with Unit/BDE Legal clearance letter or email. California State Guard applicants will have the memorandum completed by CSG HQ. To view Unit Verification Memorandum Template, please click [Unit Verification Memorandum Template \(.pdf\)](#).

- **All Applicants:** [DMV Printout](#) current within the past six months. California residents may obtain, at cost, a copy of their DMV printout. Unit DMV reports are not accepted.
- **CA Army National Guard (CAARNG) Applicants:** Are required to submit a Record Brief (ERB) or IPPS-A printout, current within the past six months.
- **CA Air National Guard (CAANG) Applicants:** Are required to submit Report on Individual Person (RIP), and ARCNet Individual Readiness Detail, current within the past six months.
- **California State Guard (CSG) Applicants:** CSG Accession Orders and Current Promotion Orders.
- **Deployed Service Members:** Title 10 OCONUS Orders - Currently deployed Service Members only.

Complete applications and all supporting documents may be e-mailed to the California Military Department as **One PDF file** to SP.SADApplication@cmd.ca.gov. Applications must be received by the State Personnel office no later than **midnight on Sunday, 27 April 2025**.

Statement of Qualifications

A Statement of Qualifications is REQUIRED and must be submitted with your Employment Application. Applications received without an appropriate Statement of Qualifications based on the instructions below will be rejected for being incomplete and will not be considered. Resumes, cover letters, and other documents will not be considered as a response to the Statement of Qualifications. Please limit your SOQ to a maximum of two (2) pages, single-spaced, no less than twelve-point Arial font.

Candidate must clearly and concisely identify experience in categories listed below and must be in the following order:

- **Can you provide details about your previous experience operating state equipment, including the types of machinery you've operated and any specialized skills you possess?**
- **How do you ensure safety protocols are followed while operating state equipment, and what steps do you take to maintain the machinery in optimal working condition?**
- **Describe a challenging situation you've encountered while operating state equipment and how you successfully resolved it.**
- **Are you familiar with the relevant regulations, guidelines, and procedures related to operating state equipment, and how do you stay updated on any changes?**
- **Explain your approach to teamwork and communication when working with other team members on projects that involve operating state equipment.**
- **Describe any certifications or training you possess that are relevant to equipment operation, such as CDL, OSHA certifications, or specialized equipment training.**