

State of California, Military Department

State Active Duty (SAD)

Vacancy Announcement

1 Position Available

Position Details

Announcement Number: SAD VA 2026-002
Opening Date: 12 January 2026
Closing Date: 25 January 2026
Position Title: Medical NCOIC (SAD E-6)
Duty Location: Discovery Youth Challenge Academy (DCA), Lathrop, CA
Selecting Official: Director, DCA
Projected Employment Date: 25 February 2026

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-6.** 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

Discovery Youth Challenge Academy is a tobacco and smoke-free environment; smoking or use of tobacco products is not authorized on duty or on Academy premises.

- Active members of the California Military Department (Army, Air, CSG) in the grades **E-5 through E-7** may apply. Applicants must have a militia affiliation per Para 5-2 of CMD Reg. 600-1. CSG members who have no prior federal militia experience must be a member of the CSG in good standing for a minimum of two years for eligibility for SAD vacancies.
- Successful completion of high school or equivalent.
- Extensive knowledge of medical operations and procedures.
- Experience as a Medic, Nurse, or Medical Operation NCO at the company/battalion/squadron or higher.
- Must have civilian or military education as a Medic or Medical Operations NCO.
- Minimum of 3 years experience as a combat medic, medical specialist, or medical supervisor.
- Flexible work schedule requirement including nights and weekends when the academy mission dictates.

- 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

Provides medical support to the Discovery ChalleNGe Academy under the direction of the Director, Discovery ChalleNGe Academy. Supervises ChalleNGe Academy Clinic Medical Personnel Assigned as well as provides coordination for Medical Services contract with 3rd party provider and general oversight of one Staff Services Analyst position.

- Supervises ChalleNGe Academy Clinic Medical Personnel Assigned; provides annual evaluations, feedback and disciplinary actions as necessary.
- Responsible and provides medical treatment to cadets within the limits established for ChalleNGe Academy Clinic.
- Responsible for conducting sick call for Cadets.
- Responsible for the administration of medication and inoculations.
- Performs first aid when necessary or assists the academy cadre in providing initial treatment to injured students.
- Provides professional training to academy staff.
- Provides general guidance in personal hygiene and healthy lifestyle practices to Cadets.
- Transport and provide supervision for Cadets at medical appointments in the local area.
- Be available for ESAD surge operations to assist State Personnel, Comptroller, J-staff response in the event of sad emergency. As well as other duties.as assigned.
- Evaluates prospective student applications for medical fitness and qualification into the Academy.

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, 25 January 2026**.

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:

- **Describe your experience in overseeing medical operations and planning within a healthcare or educational setting. How have you previously acted as an advisor to senior leadership regarding medical logistics, operations, and strategy?**
- **As the Senior Medical NCO, you will be responsible for supervising, mentoring, and developing medical staff. Can you provide examples of how you have successfully managed and mentored a team of medical personnel, ensuring their professional growth and effective performance?**
- **This role requires providing medical coverage during emergencies and being available on-call after hours. Can you share your experience handling emergency medical situations and providing after-hours care or support? How do you ensure readiness and availability for urgent medical needs?**
- **Building relationships with local healthcare providers, law enforcement, and government agencies is essential in this role. Can you provide an example of how you have coordinated with external organizations to ensure the seamless provision of medical care for individuals under your supervision?**
- **Maintaining compliance with medical regulations and overseeing medical records is crucial for this position. Can you describe your experience managing medical records, ensuring regulatory compliance, and developing or implementing medical policies and procedures in a professional environment?**