

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

Position Details

Announcement Number: SAD VA 2026-023
Opening Date: 25 February 2026
Closing Date: 11 March 2026
Position Title: Landfill/Equipment Operator (SAD E-5)
Duty Location: Camp Roberts Maneuver Training Center, Camp Roberts, CA
Selecting Official: Utility Shops Supervisor, Camp Roberts DPW Staffing
Projected Employment Date: 1 April 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-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-4 through E-6** 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.
- Education is equivalent to completion of the 12th grade. Additional qualifying experience may substitute for the required education on a year for year basis.
- Experience in the operation, maintenance, and repair of heavy motorized construction and landfill equipment.
- Possession of a valid California Class A Drivers License with tanker endorsement at the time of hire.
- Must possess or be obtained within the specified timeframes:
 - State Accident Prevention Certification – within 1 month of hire
 - California Sanitary Landfill Operator Certification – within 6 months of hire

- 10 Hour Constructin OSHA Safety Certification – within 6 months of hire
- 40 Hour HAZWOPER Certification – within 1 year of hire
- California Driver License with Tanker Endorsement – within 1 year of hire
- Manager of Landfill Operations Certification – within 2 years of hire
- Methods, materials, tools and equipment used in heavy equipment operations and maintenance.
- Provisions of the California Vehicle Code related to vehicle operatiosn and safety.
- Techniques for safe vehicle loading, accident prevention, and equipment operation.
- Fire prevention techniques and emgergency first aid.
- Microsoft Excel and mathematical functions (addition, subtraction, multiplication, division) with whole numbers, fractions, and decimals.
- Perform engineer survey tasks including establishing finish grades steeper than 4% using a transit level.
- Identify and ensure the proper disposal of hazerdous waste materials.
- Prepare clear and accurate records and reports related to landfill operations.
- 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

- Monitor and conduct landfill grade control activities using GPS based and conventional surveying equipment.
- Ensure operational compliance of environmental monitoring control systems, including leachate collection and landfill agas collection systems.
- Inspects, maintain, troubleshoot, and repair landfill systems such as piping, pumps, meters, vales, compressors, electrical panels, controls, and storage tanks.
- Operate heavy equipment to perform landfill operations, including refuse placement, compaction, spreading, grading, cover application, road and drainage maintenance, dust control, and construction of landfill cells.
- Maintain wet weather roads, upload pads, and perform litter control, including installation, removal, and repair of litter fencing.
- Provide traffic control and direction of refuse dumping to ensure safe and efficient landfill operations.
- Maintain records of operational compliance, environmental monitoring, tonnage, refuse, leachate collection, and facility inspection reports.
- Document disposal receipts, maintain training records, and complete daily operations checklists.
- Prepare reports on field activities, weather conditions, and facility inspections to ensure regulatory compliance.

- Perform daily preventative maintenance and minor repairs on landfill equipment and vehicles.
- Conduct road patching, fence repair, storm damage response, erosion control, trenching, and debris removal.
- Operate chainsaws, movers, and related tools to clear vegetation, maintain grounds and remove hazards such as dead trees and stumps.
- Instruct, lead, and supervise military personnel in landfill operations and equipment use.
- Provide support for troop construction projects and the Heavy Equipment Operator Shop.
- Assist with emergency response operations, including firebreak constructions and fire support in coordination with Camp Roberts DPW.
- Perform additional related tasks as required to support safe, efficient, and compliant landfill operations.
- Operates Bulldozers, Mother Graders, road grades, heavy trucks, loaders, scrapers, compactors, water truck operations for grading roads and pads; construct roads driving in rugged terrain, firebreaks, and provide fire support by Camp Roberts DPW.
- May be required to operate equipment under extremely difficult and hazardous conditions where skill and judgement are essential including firefighter, flood control and other disasters.

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 Wednesday, 11 March 2026.**