

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

Position Details

Announcement Number: SAD VA 2026-003
Opening Date: 27 February 2026
Closing Date: 12 March 2026
Position Title: Real Property Specialist (SAD E-6)
Duty Location: Facilities and Infrastructure (F&I), Sacramento
Selecting Official: Real Property Management Supervisor, F&I, Planning & Program Branch
Projected Employment Date: 12 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-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

- 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.
- Must demonstrate excellent written and verbal communication skills, with the ability to communicate effectively across all levels of civilian and military organizations.
- Must be able to exercise independent judgment and take initiative in carrying out organizational responsibilities.
- Must have the ability to perform mathematical computations, follow oral and written instructions, evaluate situations accurately, and take effective action.
- Must possess knowledge of PRIDE and HQIIS systems.
- 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.

Primary Duties and Responsibilities

Works under the supervision of the Facilities and Infrastructure (F&I) Real Property Management Supervisor for guidance, evaluations, time and attendance.

- Provides survey analysis of Real Property facilities for the Virtual Sites (CA(-)) in the Northern California region (Areas 1, 2, and 3 -Armories from Eureka to Bakersfield), as well as CAARNG's two enclave sites (Camp Parks and Beale Air Force Base). Ensures all assets are accurately reflected in the PRIDE database program, HOIS, and Facility Information Folders (FIF).
- Monitors, records, and prepares documentation on all Real Property construction, restoration, modernization, and sustainment projects.
- Prepares project cost analyses and compiles documentation required to support changes or updates to the PRIDE database program.
- Coordinates with the F&I Real Property Manager, project managers, and department officials to ensure the accuracy and integrity of the Real Property inventory and provides feedback as required.
- Research, analyze, and, tabulate results, producing reports, spreadsheets, and database queries to support studies and projects of average complexity.
- Must be able to travel and remain overnight for conferences, training, and inspections throughout the year.
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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 Thursday, 12 March 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 working with Army real property regulations and policies (such as AR 405-10, AR 420-1, or related DoD guidance). How do you ensure compliance when managing Army land, facilities, or real property interests?**
- **Describe your experience working with property management systems such as PRIDE, HQIIS, or other assets management databases. How have you applied data from these systems to improve decision-making, resource allocation, and reporting accuracy?**
- **How do you maintain accurate Army real property records (for example, the Real Property Inventory, site approvals, or real property agreements) while coordinating with DPW, USACE, environmental offices, and legal counsel?**
- **Provide an example of when you managed a large-scale real property or facilities portfolio. What strategies did you use to ensure compliance with regulations, policies, and best practices, while optimizing efficiency?**