

State of California, Military Department

State Active Duty (SAD)

Vacancy Announcement

1 Position Available

Position Details

Announcement Number: SAD VA 2026-058
Opening Date: 8 July 2026
Closing Date: 6 August 2026
Position Title: Deputy Director (SAD CW3/O-3)
Duty Location: Grizzly Youth Challenge Academy (GYA), Camp San Luis Obispo
Selecting Official: Deputy Commander, Chief of Staff, Youth and Community Programs Task Force, HQ
Projected Employment Date: TBD

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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 CW3/O-3.** 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

Grizzly 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 **WO1 through CW4 or O-1 through O-4** 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.
- Ability to communicate effectively orally and in writing.
- Previous teaching and school administration experience desirable.
- **Bachelors degree required.**
- Masters degree is desirable.
- Experience in working with youth (programs) is desirable.

- Flexible work schedule requirement including nights and weekends when the academy mission dictates.
- Training in Human Relations, Equal Opportunity, or Human Awareness is desirable.
- Strong computer skills with Windows Operating System and Office Suite experience is required.
- 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 supervision of the Director, Grizzly Youth Challenge Academy.

Reporting to the Director, the Deputy provides management and administrative oversight to the program. This includes:

- Supervision of Grizzly Youth Challenge Academy staff.
- Program coordination at the Local, State, and National level.
- Overseeing policies and procedures development.
- Fiscal management.
- Personnel management.
- Labor relations.
- Contract administration.
- Purchasing.
- Program development.
- Community participation.
- Federal and State laws governing the program and cooperative agreement compliance.

Assists with establishing/maintaining positive relations/partnership through community involvement with governmental/private agencies:

- San Luis Obispo County Department of Education
- Law Enforcement
- Probation
- Education Agencies
- Private Industry
- General Public
- Local Community.

Assists the Director in accurate reporting such as:

- Cadet Attendance
- Program Statistical Data

- Budgetary Reports
- Overseeing the selection, training, growth, and development of all assigned staff.
- Responsible for direct supervision of Counseling Staff.
- Responsible for assisting with the safety, health, morale, and well-being of all Academy participants and staff.
- Advises the Director of the quantity and quality of Academy activities to ensure that standards are met as prescribed in the Master Cooperative Agreement and Standard Operating Procedures.
- Other duties as assigned.

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 (not Security Clearance) letter or email. CAARNG/CAANG verification memos are valid for 6 months from the date of signature. California State Guard applicants will have the memorandum completed by CSG HQ. CSG verification memos are valid for 30 Days from the date of signature. 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 (ORB) or IPPS-A printout, current within the past six months.
- **CAARNG Applicants:** Are required to submit a Soldier Management Record printout (from Retirement Points Accounting System). **(Officer only)**
- **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, 6 August 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:

- Explain your familiarity with the Challenge Program?
- What are the core components of the Challenge Program?
- What National Guard Bureau data is required to be reported to maintain compliance?
- Explain your familiarity with the Cooperative Agreement?
- What is your experience working with youth?
- Why are you best qualified for this position?