

State of California, Military Department  
State Active Duty (SAD)  
Vacancy Announcement  
Multiple Positions Open

[Position Details](#)

Announcement Number: SAD VA 2020-082  
Opening Date: 8 September 2020  
Closing Date: Open Until Filled  
Position Title: Counselor (SAD WO1)  
Duty Location: Discovery Challenge Academy, Lathrop, CA  
Selecting Official: Director, Discovery Challenge Academy  
Projected Employment Date: To Be Determined

[Vacancy Announcement Details](#)

The Military Department is accepting applications for the State Active Duty position indicated above. This vacancy announcement will remain **Open Until Filled** unless sooner rescinded. 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 21 April 2020. 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 pay grade, not to exceed WO1.**

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 Service Member Assistance Programs, Group Legal Services, Long-Term Disability Insurance, Long-Term Care Insurance, Retirement Annuity, Supplemental Investment and the Military Service Buy Back Program. **Reimbursement for moving and relocation expenses will not be paid.**

[Eligibility Requirements](#)

**Discovery Challenge Academy is a smoke-free environment; smoking is not authorized on duty or on Academy premises.**

- Active members of the California Military Department (Air, Army, CSG) in the grades **WOC through WO2** may apply. Applicants must have a military affiliation per Para 3-2 of CMD Reg. 600-1. Applicants who are not current members of the California Military Department may apply, however, **applicants must meet military affiliation requirements at the time of appointment.** 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. **CSG members must submit a copy of their CSG orders with their application.** Non-

members of the California Military Department (Air, Army, CSG) must submit a **Letter of Intent** to meet qualifying military affiliation at the time of appointment along with their application.

- Completion of military (NCO Academy) and civilian education (High School diploma or equivalent) requirements commensurate with the grade of the applicant are required. **Attach documentation of your highest level of civilian education.**
- Military assignments appropriate to the grade of the applicant are required.
- Must have excellent written and verbal communication skills.
- Successful completion of military education commensurate to the grade and service of the applicant.
- Completion of a Bachelor's Degree in Psychology, Counseling, Social Work or Behavioral Health Sciences is required.
- Completion of Graduate level course work in Counseling or Social Work is recommended. **Attach documentation of your highest level of civilian education.**
- Training or education in child growth and development, or education and/or counseling techniques.
- Training in Human Relations, Equal Opportunity or Human Awareness is desired.
- Must possess, at minimum, two years' counseling experience or other related experience.
- Strong computer skills with IBM compatible, Windows OS, and MS OS experience is desired.
- Must be willing to work a flexible work schedule, to include nights and weekends, when Academy missions dictate.
- Applicant must meet, and maintain, federally recognized medical fitness standards. **Attach a current copy, within the past twelve months, of your military component's verification of these requirements. (See instructions at the end of this announcement for required component-specific documents.)**
- Appropriate military uniform with federally recognized, or CASG recognized, rank will be worn in accordance with military regulation.
- Must be able to pass both State and Federal background checks (Live Scan). Continuation of employment is contingent upon maintaining favorable State and Federal background checks.
- Must possess a valid state driver's license. **Attach a current copy, within the past six months, of your Department of Motor Vehicle's printout.**

### Primary Duties and Responsibilities

The Counselor works under the supervision of the Lead Counselor, Discovery Challenge Academy.

- Plans, coordinates and administers student counseling activities for Discovery Challenge Academy.
- Assists the Academy staff to work more effectively.
- Assists each student with adjusting and goal planning activities.
- Monitors various resource materials to support course development and learning activities and provides evaluation and feedback.
- Promotes positive relationships in the community through involvement with community organizations and community service projects.
- Assists other departments with student supervision during events as assigned by the Lead Counselor.
- Is available for ESAD surge operations to assist State Personnel, Comptroller and the Joint Staff in response to State emergencies.
- Performs other duties as assigned.

## Instructions for Submitting Applications

To request a State Active Duty Appointment Application or CSG AHA forms, please contact State Personnel Programs by email at [ng.ca.caarng.mbx.sad-application@mail.mil](mailto:ng.ca.caarng.mbx.sad-application@mail.mil) for assistance.

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 required documents will not be considered.**

- **All Applicants:** Documentation of your highest level of civilian education listed on your application. (Legible copy of either diploma, degree, or transcripts).
- **Readiness:** Include any documentation for current flagging actions. SM must include memo signed by commander indicating circumstances and disposition mitigation.
- **CA Army National Guard (CAARNG) Applicants:** APFT (DA Form 705) and MEDPROS IMR, current within the past twelve months. **(Due to the CA NG inability to conduct APFT qualification during the current COVID - 19 Restrictions, the 12 month APFT (DA Form 705) requirement has been extended to: Current within the past 18 months).**
- **CA Air National Guard (CA ANG) Applicants:** ARCNet Individual Readiness Detail, current within the past twelve months. **(Due to the CA NG inability to conduct APFT qualification during the current COVID -19 Restrictions, the 12 month ARCNET requirement has been extended to: Current within the past 18 months).**
- **CA State Guard (CSG) Applicants:** Complete and submit the CA 3024-1 Member AHA Form. Once appointed, each CSG service member will be required to complete and submit, in its entirety, additional SAD Medical Readiness Standards requirements, not to exceed beyond one year after hire date.
- **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.
- **CSG Applicants:** CSG Orders – CSG Applicants only
- **Deployed Service Members:** Title 10 OCONUS Orders - Currently deployed service members only

Complete applications and all supporting documents may either be mailed to Joint Force Headquarters, Director of State Personnel Programs, Attn: NGCA-JSD-SP (Box #27), 9800 Goethe Road, Sacramento, CA 95827, **Or** e-mailed as **One PDF file** to [ng.ca.caarng.mbx.sad-application@mail.mil](mailto:ng.ca.caarng.mbx.sad-application@mail.mil).