



NAVAL SURFACE WARFARE CENTER PORT HUENEME DIVISION



EMPLOYER OF CHOICE BROCHURE

*LET US BE YOUR
EMPLOYER OF CHOICE*

U.S. CITIZENSHIP REQUIRED



YouTube Video:
"Discover Your Future"



Prospective Teammate...

Let us be YOUR Employer of Choice. We want to invite you to consider joining the dedicated Naval Surface Warfare Center Port Hueneme Division (NSWC PHD) workforce of more than 4,500 civilian, military, and industry partners who are committed to being an integral part of ensuring the U.S. Navy can protect and defend America.

Come join our team of engineers, scientists, technicians, logisticians, and support personnel, to help us continue to provide America's naval surface fleet with vital and timely support for today's and tomorrow's warfare systems.

One Team, One Fight, For One Navy Family!

Port Hueneme Division's workforce is encouraged to exemplify collaboration, innovation, inclusivity, and accountability in all they do. If you join our workforce, you will be joining an organization that values HONOR, COURAGE, and COMMITMENT. We are confident that a career with us will be both challenging and rewarding.

Make a difference – join our team!



CAPT Tony Holmes
Commanding Officer



Mr. Jeffrey Koe, SES
Technical Director

About Us...

THEN

Established in 1963, Naval Surface Warfare Center, Port Hueneme Division (NSWC PHD), then known as the Naval Ship Missile Systems Engineering Station, began its legacy of in-service engineering by providing technical support for newly deployed terrier-, talos-, and tartar-guided missiles. The command opened for business with six military, 38 civil service, and 14 contractor personnel to support 45 ships with a total of 124 systems.

The newly established organization emphasized onboard assistance to ship crews, fully understood the operational environment, analyzed problems and requirements, and developed engineering and logistics improvements for guided missile systems.

By 1972, the command's name changed to Naval Ship Weapon Systems Engineering Station, reflecting the expansion of its responsibilities beyond missiles, as it assumed work for many new shipboard combat and weapon systems, provided integrated product support to the fleet, and became the test site and home for the Navy's underway replenishment program.

In 1992, it became NSWC PHD, named after the small beach-side city in Ventura County, where it is located.

NOW

NSWC PHD maintains technical expertise at locations across the United States with Engineering and Logistics in Port Hueneme, CA; Radar Engineering in Virginia Beach, VA; and Live-Fire Testing in White Sands, NM. Port Hueneme Division is the Navy's Center of Excellence for In-Service Engineering, Test and Evaluation, and Integrated Product Support for surface warfare combat and weapon systems.

The command supports fleet combat and weapons systems by providing highly skilled personnel and state-of-the-art facilities to lead the development and support of Navy surface ship warfare systems throughout their life cycle.

NSWC PHD focuses its technical capabilities on providing direct technical engineering and product support to the Fleet and strives to improve the next generation of in-service engineering to take advantage of advances in technology, which involves direct connectivity to the Fleet on a global basis and the immediate availability of around-the-clock access to products, services and Fleet-support capabilities. Next Generation In-Service Engineering supports predictive system failure, remote diagnostics and corrective action via real-time networked communications.

VISION:

Keeping our Navy underway; combat ready and effective

MISSION:

Integrate, test, evaluate, and provide life cycle engineering and product support for warfare systems

COMMAND PHILOSOPHY:

People | Respect | Mission | Self

Career Opportunities...



ENGINEERING



TECHNICIANS



CYBERSECURITY



BUSINESS AND FINANCE



COMPUTER SCIENCE



ADMINISTRATION



CONTRACTS



OPERATIONS RESEARCH



LOGISTICS



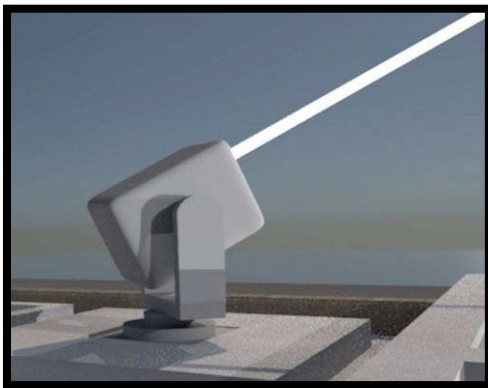
INFORMATION TECHNOLOGY

Technical Capabilities...

As the primary interface with the surface fleet, NSWC PHD provides integrated Test and Evaluation (T&E), in-service engineering and logistics capabilities for surface ship weapons, combat systems, and warfare systems.

NSWC PHD TECHNICAL CAPABILITIES

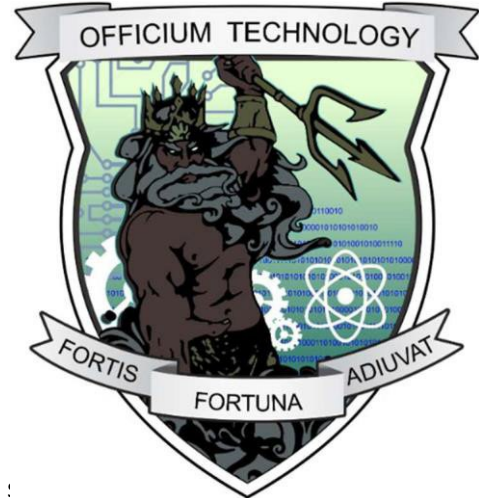
- Strike Force Interoperability and Theater Warfare Systems ISE, T&E, and IPS
- Surface and Expeditionary Combat Systems ISE, T&E, and IPS
- Surface and Expeditionary Weapon Systems ISE, T&E, and IPS
- Underway Replenishment Systems ISE, RDT&E, and IPS
- Surface and Expeditionary Missile Launcher Systems ISE, T&E, and IPS
- Radar Systems ISE, T&E and IPS
- Directed Energy and Electric Weapon Systems ISE, T&E, and IPS
- Littoral Mission Module ISE, T&E, and IPS
- Ballistic Missile Defense T&E Specialized Target Vehicle Development, Integration, and Deployment
- National Technical Means and Space Effects Integration



Transforming Fleet Support...

INNOVATION AT NSWC PHD

- In-Service Engineering Agent (ISEA) of the Future
- Official NavalX Ventura Tech Bridge
- Fathomwerx
- Industry partnerships through Cooperative Research and Development Agreements (CRADA)
- Educational Partnership Agreements (EPA) for Research and Development (R&D) collaboration
- Robust Intellectual Property (IP), technology transition to include East and West Coast Advanced Naval Technology Exercise (ANTX) events
- Asymmetric warfare tactics and strategies
- Predictive maintenance and business intelligence within data :
- Materials research for combat systems
- Security research for artificial intelligence decision aid



PATENTS AT NSWC PHD

When our talented workforce creates new ideas or methods by just doing their everyday jobs, a potential patent idea or method can be created. The Technology Transfer (T2) and Intellectual Property (IP) Team will help you protect your unique ideas/methods and guide you through the patent application process. *Through the patent process, our workforce has begun to develop a new capability that ultimately helps the Fleet and Warfighter. This is our mission and why we care!*

- When a signed patent is issued, NSWC PHD will award the inventor(s) up to \$2,600 per patent for current employees.
- Once the patent rights are sold or licensed, NSWC PHD will award the inventor(s) up to \$2,500 per Patent License Agreement for current employees. Additionally, if the inventor(s) are eligible for "royalty distribution" from the patent, they will be notified as to the terms in the agreement.

Recent NSWC PHD Patents:

1. Remote System Data Collection and Analysis Framework
2. Method and Apparatus of Secured Interactive Remote Maintenance Assist
3. Decision Support and Control Systems Including Various Graphical User Interfaces Configured for Displaying Multiple Transit Options for a Platform with Respect to Hazard and Objects and Related Methods
4. Laser Mounting Fixture
5. Biometrics Authentication for Secure Access to System



10 REASONS to work for the FEDERAL GOVERNMENT

Make a DIFFERENCE

1. **IMPACTING LIVES** – Federal employees play a huge role in securing our Homeland and disrupting those who work to destroy the freedom we experience in America.
2. **GREAT BENEFITS** – Average federal salaries are competitive with the private and nonprofit sectors with growth opportunities for top candidates. Federal benefits include premiere health insurance, retirement and paid time off are extremely competitive with the private sector.
3. **THE GOVERNMENT IS HIRING** – The Department of the Navy hires thousands of employees each year and projects to meet or exceed these numbers in the coming years.
4. **LOCATION, LOCATION, LOCATION** – Federal job opportunities are all over the world and provide the opportunity to travel from your local duty station to support the mission in a variety of ways.
5. **JOB FOR EVERY MAJOR** – Federal jobs are not only for the scientists and engineers! Jobs exist in most career fields from administrative to business to natural resources.
6. **OPPORTUNITIES** – Career advancement and educational opportunities are available in the federal government. Promotions and educational programs, while competitive, are open to everyone with a desire to improve their skills and knowledge base.
7. **INTERESTING AND CHALLENGING WORK** – Today's federal employees are on the leading edge of innovative technological development, often partnering with private industry to develop game-changing solutions for the Nation.
8. **WORK / LIFE BALANCE** – Flexible work schedules, including telework, are a major plus for those with busy schedules or long commutes. Generous vacation time and sick leave coupled with federal holidays make government employment attractive for successfully balancing our work and personal lives.
9. **JOB SECURITY** – Federal work is secure, offering the ability to build a stable career and lifestyle.
10. **STUDENT LOAN FORGIVENESS** – Public Student Loan Forgiveness of direct loans may be granted after 120 qualifying payments under a qualifying repayment plan while working full-time for the Federal government.

Work - Life Balance...



WORKING FOR NSWC PHD

At NSWC PHD, we value your quality of life and encourage a work/life balance. We offer our civilian employees a flexible schedule, competitive salaries, and generous benefits in an informal workplace.



FLEET AND FAMILY READINESS PROGRAM

NSWC PHD employees are eligible for many benefits associated with working here on Naval Base Ventura County (NBVC). NBVC's Fleet and Family Readiness Program offers unique discounts and services to employees and military members. From theme park tickets, cruise ships and museums, to complete vacation planning, they have something for everyone! For a more detailed list of what our civilian employees can look forward to, please visit the [NavyLifeSW](#) tab to the right. For ticket pricing and discounts, choose the [Tickets](#) tab.

Please note that some events and activities listed are limited to active military only.



MILITARY CHILD CARE (MCC)

NSWC PHD employees and contractors may work with military child care programs to confirm eligibility for child care services. Day care, summer camps, extended care and more are available! Please visit the [Military Child Care's website](#) or click on the tab to the right for more details.



HOUSING SERVICE CENTER

NSWC PHD employees are eligible to utilize personalized housing services in finding both temporary and long term, apartment, condo, and home rentals. Other services include local area orientation and home buying counseling. Please visit the [PHD Housing Service Center's website](#) for more information.



DIRECTIONS TO NAVAL BASE VENTURA COUNTY

Traveling to Port Hueneme from the US 101 either North or South:

- Exit at Victoria Ave. and proceed South
- Follow Victoria Ave. about 6 miles to Channel Islands Blvd.
- Turn left on Channel Islands Blvd.
- Turn right on Ventura Rd. and the first entrance to the base is at the Knott Gate which is open 24 hours



Life @ NSWC PHD...



FITNESS CENTER
FISHING
MOVIE THEATER
BEACH CAMPING / RV PARK
GOLF COURSE
BOWLING ALLEY
SWIMMING POOL
AND MUCH MORE!



COST OF LIVING

California has a higher-than-average cost of living when compared to the rest of the United States. Annual salaries for science and tech jobs in California are also higher, earning about 20% more when compared to the rest of the country (source: BLS.gov). Federal government employees are also eligible for additional discounts for an array of goods and services. Employees can receive discounts for clothes, travel, and technology.

[Cost of Living Calculator](#)

SCHOOLS

Students attend local schools based on where they live. Please contact the appropriate jurisdiction to find additional information on areas you might be interested in living.

Please click on the tabs to the right for more information and to learn about Ventura County's various school districts.



[Charter Schools in Ventura County](#)

[School Districts in Ventura County](#)

LOCAL ATTRACTIONS

In addition to being a great place to work, NSWC PHD is surrounded by many family-friendly theme parks including Disneyland Parks, Six Flags Magic Mountain, Universal Studios, and Knott's Berry Farm.

NSWC PHD is also located within driving distance of Santa Barbara, Los Angeles, San Diego, and Las Vegas. The local "L.A. scene" offers unique cultural experiences such as zoos, museums, year-round county fairs, exciting sporting events offered by California's professional sports teams, and museums, one of which is home to the decommissioned Space Shuttle Endeavor.

For beach-goers and nature enthusiasts, Southern California's mild climate offers year-round activities from surfing to snowboarding, and from golfing to fishing.

Within a few minutes to a couple hours' drive, you can surf the early waves in the crisp ocean morning, whisk away to the mountains to enjoy skiing through soft-powdered snow, and then retreat into the desert night for some fine dining – all in the same day!

All this adds up to a unique and fun-filled assignment!

Internship / Entry-Level Development Opportunities...



SCHOLARSHIP / INTERNSHIP OPPORTUNITIES

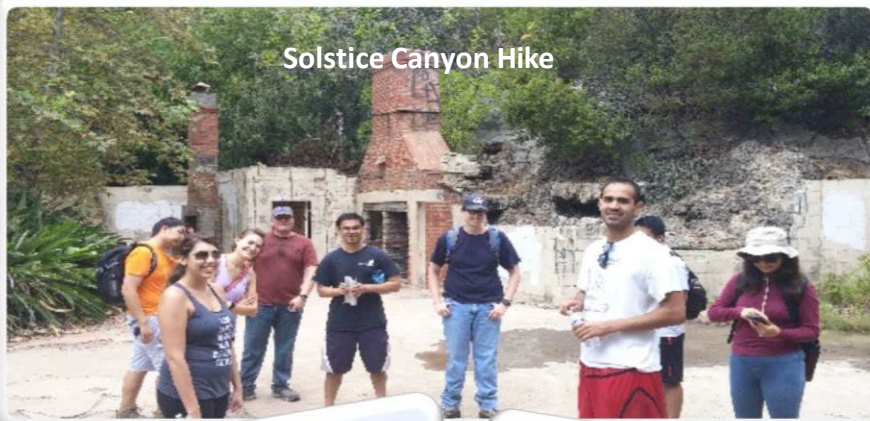
- **OFFICE OF NAVAL RESEARCH (ONR):**
Naval Research Enterprise Internship Program (NREIP) - (College) <https://navalsteminterns.us/nreip/>
Science and Engineering Apprenticeship Program (SEAP) - (High School) <https://navalsteminterns.us/seap/>
- **SCIENCE MATHEMATICS AND RESEARCH FOR TRANSFORMATION (SMART):**
<https://www.smartscholarship.org/smart>
- **SCIENCE, TECHNOLOGY, ENGINEERING AND MATH (STEM) STUDENT EMPLOYMENT PROGRAM (SSEP):**
Submit your resume and transcripts to <https://navsea.recsolu.com/external/form/GUBZnbOTKu3uP1naGS-MoA>
- **PROFESSIONAL, ADMINISTRATIVE, ASSISTANT, CLERICAL, AND TECHNICIAN STUDENT EMPLOYMENT PROGRAM (PAACTSEP):** Submit your resume and transcripts to <https://navsea.recsolu.com/external/form/GUBZnbOTKu3uP1naGS-MoA> as well as continually check www.usajobs.gov for postings using the keyword "Student Trainee"
- **MASTER OF ENGINEERING CYBER ENGINEERING (MECE) AT MORGAN STATE:**
<https://www.morgan.edu/cap-center/programs/mece>
- **CYBERCORPS SCHOLARSHIP FOR SERVICE (SFS):** <https://www.sfs.opm.gov/>
- **WORKFORCE RECRUITMENT PROGRAM (WRP):** Eligible for students and recent graduates with disabilities
<https://wrp.gov/LoginPre.do?method=login>
- **NAVAL ACQUISITION DEVELOPMENT PROGRAM (NADP):** [NADP Brochure 110722 \(navy.mil\)](#)
- **DOD CYBERSECURITY SCHOLARSHIP PROGRAM (CySP):** <https://public.cyber.mil/dcysp/>
- **DOD COLLEGE ACQUISITION INTERNSHIP PROGRAM (DCAIP):** www.dcaip.app



New Professionals Network...

A collaborative group focused on leadership development within the workforce, an open forum for the exchange of ideas, and a source of readily available information for all command new hires.

Solstice Canyon Hike



Big Bear Snow Day



Beach Camping Trip



Peer Mentoring



3-D Printing Lab Tour



Special Emphasis Programs and Employee Resource Groups...

Special Emphasis Programs and Employee Resource Groups support the Diversity, Inclusion, and Engagement Program through awareness events, barrier removal/creation of opportunities, and facilitation of Safe Place Real Talk sessions



AFRICAN AMERICAN GROUP (AAG)

The AAG team helps with diversity and inclusion initiatives associated with identifying career progression barriers and related issues from an African-American perspective. The team fosters a PHD network for the advancement and mentorship of NAVSEA's African-American workforce.

ASIAN-AMERICAN/PACIFIC ISLANDER (AAPI)

The AAPI team's vision is to have an inclusive culture at NAVSEA where AAPI Employees can recognize and nurture their full potential in support of the PHD mission. The Mission is to enhance an AAPI inclusive workforce via proactive recruitment, retention, and development of tools and processes.

HISPANIC EMPLOYMENT PROGRAM (HEP)

HEP promotes and encourages professional development, leadership skills, peer mentorship and career success. HEP is an advocate for recruitment, hiring and retention of Hispanics. HEP embraces culture and fosters an environment of inclusion.

INDIVIDUALS WITH DISABILITIES (IWD)

The program fosters an inclusive culture at PHD where individuals with disabilities can recognize their full potential. The mission is to support, recruit, and retain individuals with disabilities, to include: Wounded Warriors and individuals with targeted disabilities.

LGBTQ+ AND ALLIES GROUP (LGBTQ+A)

The LGBTQ+ mission is to nurture a culture of belonging for PHD's LGBTQ community, which will enable freedom to fully support the Naval Mission.

FEDERAL WOMEN'S PROGRAM (FWP)

The FWP team strives to develop a culture where woman and men can work effectively together. FWP serves to increase representation and improve perceptions of women in science, engineering, and other non-traditional occupations. The team also identifies potential barriers and examines all relevant policies, procedures, and conditions in the workplace.

AMERICAN INDIAN/ALASKAN NATIVE (AIAN)

The AIAN group is focused on providing employment, promotion, training, retention and career enhancement opportunities to American Indian/Alaskan Native employees and fosters an inclusive culture at PHD.

VETERAN'S RESOURCE GROUP (VRG)

The VRG Provides employment transition and reintegration assistance, networking, mentoring, and professional development opportunities to our current and incoming veterans to increase retention and foster job enrichment.

Employee Benefits...

VACATION TIME (ANNUAL LEAVE)

The following table shows the annual vacation time accrual rate for Federal Employees:

Years of Service	Annual Accrual
0 - 3	13 Days
4 - 15	20 Days
15+	26 Days

Note: Employees with previous military service may receive credit toward annual leave accrual. Part-time schedules have a pro-rated accrual rate.

PAID HOLIDAYS:

- Eleven days have been approved as legal holidays for Federal workers.

SICK LEAVE:

- Federal workers earn 13 days of sick leave per year at a rate of four hours every two weeks
- No limit to the amount of sick leave that can be accumulated
- Unused sick leave can be carried into subsequent years and accumulated during the entire year of employment
- Portion of accumulated sick leave will be calculated into your retirement as years of service

PAID OVERTIME AND COMPENSATORY TIME:

- There is an option for hours exceeding an 80-hour pay period

WORK SCHEDULES:

- Compressed Work Schedule** – A “pay period” consists of two weeks or 80 hours including eight 9-hour days and one 8-hour day with one day off every two weeks
- Flexible Work Schedule** – Employees work all ten days during the pay period with flexible work hours with start times ranging from 0600 to 0900 and end times ranging from 1500-1800
- Maxiflex Work Schedule (Flexible Work Schedule with Established Core Hours)** – Varied work hours per day and work week based off the 80-hour bi-weekly work requirement; supervisor and employee determine schedule to meet mission
- Telework** – Employees authorized to work from home (arrangements vary) to provide flexibilities for specific work-life situations as well as augment the work-life experience

REASONABLE ACCOMMODATIONS PROGRAM: [Reasonable Accommodations \(opm.gov\)](http://www.opm.gov)

- Accommodations for individuals with disabilities or for religious reasons
- Accommodations may include assistive device(s), change in working environment, and readers and interpreters for blind or hearing impaired
- On-site American Sign Language (ASL) interpreter available
- Individual with Disabilities Affinity Group



FAMILY FRIENDLY LEAVE POLICY:

- Allows the employee to aide in the care of family members

MILITARY LEAVE:

- Two weeks of military leave annually for all armed forces reservists

HEALTH INSURANCE: <https://www.opm.gov/healthcare-insurance/>

- Many health plans are available for coverage
- Most employees pay only one-fourth of total health benefit costs, depending on the plan selected
- Annual "open season" periods permit enrollment changes

LIFE INSURANCE: <https://www.opm.gov/healthcare-insurance/life-insurance/>

- Most civilian employees are eligible to participate in the Basic Life and other additional options offered by Federal Employee Group Life Insurance (FGLI)
- Basic insurance premiums are shared by the employee and the government based on the insurance amount

FEDERAL FLEXIBLE SPENDING ACCOUNT: www.fsafeds.com

- Uses pre-tax dollars to pay for eligible medical, dental, vision, and childcare services

SALARY INFORMATION:

- Salary is dependent upon education and experience

RETIREMENT COVERAGE: <https://www.opm.gov/retirement-services/fers-information>

- Monthly annuity payment for life
- Benefits based on length of service and salary
- Military service may be credited toward Federal Employee Retirement System (FERS) (deposit required)
- Vesting after five years of creditable civilian service
- Eligibility for survivor and disability benefits after 18 months of civilian service
- Earn Social Security Credit

THRIFT SAVINGS PLAN (TSP): <http://www.tsp.gov>

- Tax-deferred retirement savings and investment plan
- Employees offered same type of savings and tax benefits that many corporations offer employees under 401K plans
- By participating in the TSP, employees have the opportunity to save part of their income for retirement
- Receive matching agency contributions which reduce current taxes in TSP
- All federal employees covered by FERS are eligible to participate in the TSP when hired
- Once eligible to participate in TSP, there are three types of contributions that may be made to their account:
 - (1) Agency automatic 1% contributions, (2) Employee contributions, and (3) Agency matching contributions up to 5%

For questions about Health Insurance, Life Insurance, Thrift Savings Plan, or Retirement, contact the Benefits Line: 888-320-2917 between 7:30 a.m. and 7:30 p.m. Eastern Time, Monday through Friday

Email: navybenefits@navy.mil

Development Opportunities...

PROFESSIONAL / PERSONAL DEVELOPMENT

The training, education and professional development opportunities offered at NSWC PHD are available to all levels of the organization and range from one-day courses to fully supported programs of advanced graduate study. Courses and programs are available both on-site and off-site and cover a wide range of disciplines related to our professional, technical, and administrative support work.

EDUCATION AND ADVANCED DEGREE PROGRAMS

In order to facilitate our employees' professional growth, NSWC PHD offers a diverse array of educational opportunities. Degrees can be pursued in a multitude of fields, such as Engineering and Scientific disciplines, Electronic Technology, Business or Financial Management, Public Management, Accounting, etc. Numerous educational institutions are available as well as a variety of delivery methods to accommodate busy schedules of employees. Some classes are held on-site, while other options include distance learning, computer based training, correspondence courses, on-campus classroom in local colleges or community learning centers.

LEADERSHIP DEVELOPMENT PROGRAMS

NSWC PHD provides multiple leadership development opportunities that are targeted for both employee and management personnel. NSWC PHD leadership also encourages employees to participate in off-site leadership development opportunities, such as those sponsored by Department of Navy (DON) or NAVSEA. Leadership development plays an important role in the career enhancement of our employees as well as succession planning for the Command.

PROFESSIONAL CREDENTIALS

The Professional Credentials Program allows for course work toward acquiring licenses and certifications in support of mission related work.

NAVAL WAR COLLEGE SEMINAR PROGRAM

This program is designed to build an understanding of strategic thinking about joint military operations, foreign policy, national security, strategic-political interactions, and national resource constraints.



In collaboration with the Naval Postgraduate School (NPS), the following programs are offered and funded by NSWC PHD:

MASTER OF SCIENCE IN SYSTEMS ENGINEERING (MSSE)

This 2-year program is designed for Navy Systems Commands and DoD organizations faced with a wide range of systems engineering and integration challenges. The program is tailorable by domain tracks and is designed for the engineering and scientific workforces.

MASTER OF SCIENCE IN CONTRACT MANAGEMENT (MSCM)

This 2-year program provides advanced education in the concepts, methodologies and analytical techniques necessary for successful management of acquisition and contracting within complex organizations.

DOCTOR OF PHILOSOPHY (PH.D) IN SYSTEMS ENGINEERING

In this three- to four-year program, students take advanced graduate-level courses in systems engineering (minimum of six above the master's degree) to pass oral and qualifying examinations and perform research that leads to a dissertation involving some aspect of systems engineering in support of mission related work.

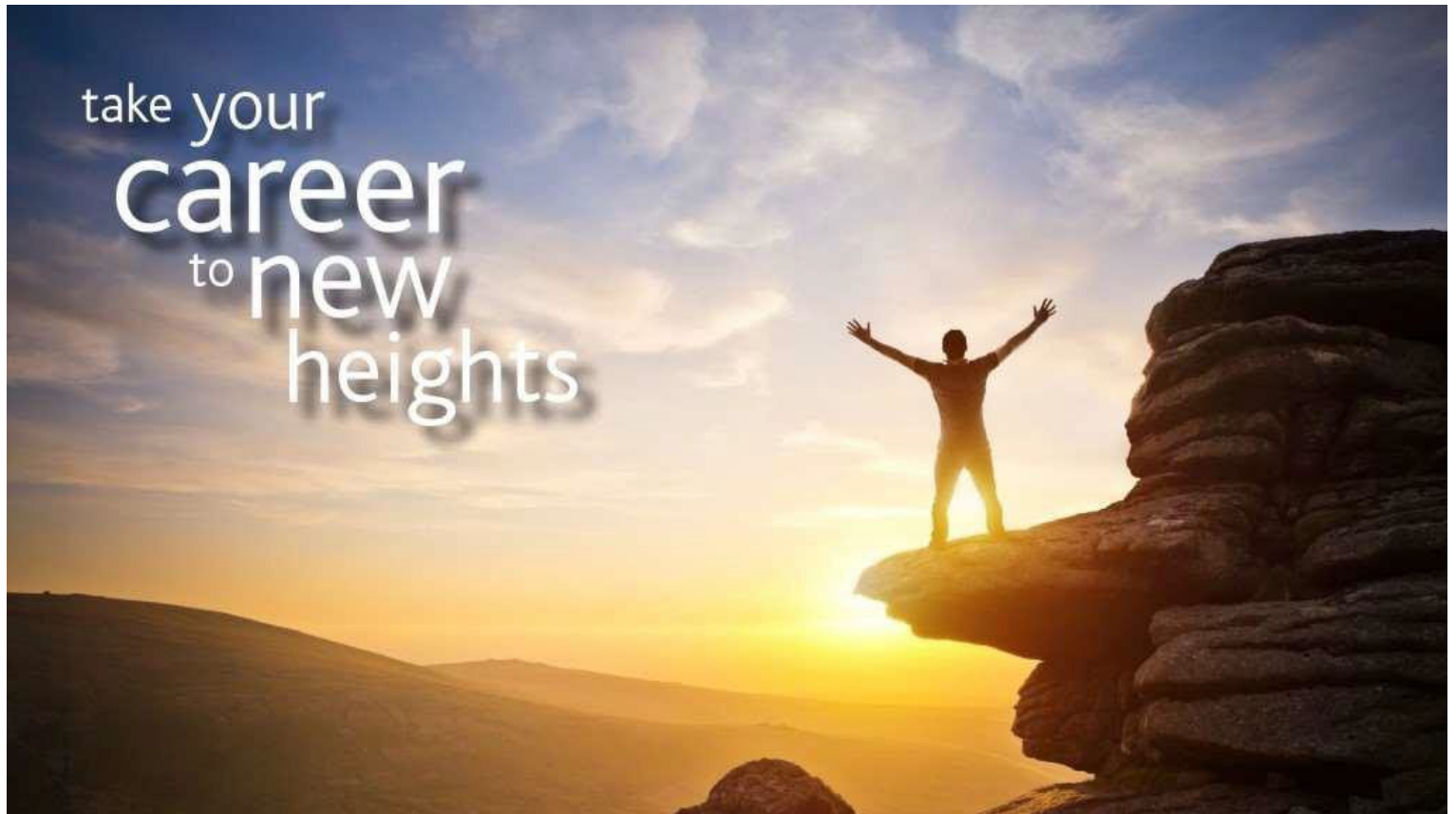
CERTIFICATE PROGRAMS

These one-year programs offer certificates in targeted disciplines in lieu of a two-year master's program. The certificate program disciplines are aligned with current mission focus areas as well as future mission focus areas.

BUILDING A STRONG, MORE CAPABLE WORKFORCE!



Your Future Awaits...



take your
career
to new
heights

Stay Connected...



Talent Acquisition Portal (TAP)/Yello - Submit your resume and unofficial transcripts

<https://navsea.recsolu.com/external/form/GUBZnbOTKu3uP1naGS-MoA>



NAVSEA NSW PHD WEBSITE

<https://www.navsea.navy.mil/Home/Warfare-Centers/NSWC-Port-Hueneme/>



