

NAVAL SURFACE WARFARE CENTER

CRANE DIVISION

**SERVING
Those Who
SERVE**

**Exciting
Opportunities**

**Emerging
Technologies**



U.S. CITIZENSHIP REQUIRED

**SEND RESUMES TO:
CRANE_RECRUITING@NAVY.MIL**

HARNESSING THE POWER OF TECHNOLOGY FOR THE WARFIGHTER



WHAT'S YOUR NEXT STEP ?

prospective teammate . . .

We would like to THANK YOU for considering a career
at Naval Surface Warfare Center Crane.

Our organization is built on finding and retaining the finest intellectual and innovative talent in the country. With over 3,400 employees of which 73% are scientists, engineers, or technicians, Crane is known for its deep subject matter expertise and culture of innovation in solving the Navy's and the Nation's toughest technical challenges. Over the next decade, we envision workforce growth to 5,000 employees and continue to stake our claim as the 3rd largest employer in southern Indiana.

It Is Our Sincere Hope That You Join Us On Our Journey To Excellence.

In joining an organization that values HONESTY, SERVICE, UNITY and EMPOWERMENT in all that we do, be prepared to be challenged daily and given responsibility to perform your job. When you are truly empowered, the job is substantially more enjoyable and rewarding. Our goal is for you to have a rewarding career, enter a workplace environment that you will be proud to call home, and join us in solving problems for the men and women of the armed services that are supporting us even at this moment.

We look forward to meeting YOU!



CAPT Mark Oesterreich
Commanding Officer, USN

A handwritten signature in black ink, appearing to read 'Mark Oesterreich', written over a horizontal line.



Dr. Brett Seidle, SES
Technical Director

A handwritten signature in black ink, appearing to read 'Brett Seidle', written over a horizontal line.





HARNESSING THE POWER OF TECHNOLOGY FOR THE WARRIGHTER

mission areas

NSWC Crane provides technical engineering solutions and total lifecycle leadership for many of the systems that protect and enable the Warfighter. NSWC Crane has concentrated its resources and core competencies in the three mission areas which best support the Warfighter. These are our critical missions areas:

STRATEGIC MISSIONS

NSWC Crane Strategic Missions Center delivers technical solutions to detect threats, provide a layered, integrated missile defense and offer global strike capability. Strategic Missions professionals work to develop, deploy and sustain the technologies to ensure that weapons systems are fully reliable and always available to the Warfighter.

**DETER
DEFEND
DEFEAT**



EXPEDITIONARY WARFARE

Focused on agility, maneuverability, individual weapons, munitions, and technical training, NSWC Crane's Expeditionary Warfare Center equips the most elite warriors for the combat environment. With more than 1 million square feet of offices and laboratories, NSWC Crane provides a distinct advantage in sensors and communications, mobility and special munitions, and weapons.

**RAPID RESPONSE
PROVEN SOLUTIONS**



ELECTRONIC WARFARE

As the largest multi-service facility within the Department of Defense for Electronic Warfare (EW), EW sensors and electronics. NSWC Crane's EW Center is critical to the success of many military operations and is designated as the Naval Sea Systems Command Center of Excellence for Electronic Warfare.

**CONTROL THE SPECTRUM
CONTROL THE FIGHT**



about us . . .

DESCRIPTION:

- NSWC Crane is one of 11 Warfare Center Divisions within the Naval Sea Systems Command (NAVSEA).
- Located on the **third largest naval installation in the world.**
- Our total focus is to support the Warfighter by leveraging its technical capabilities for the rapidly changing combat environment.
- NSWC Crane personnel and preeminent facilities set the standard for excellence in **acquisition, engineering and sustainment** for military systems.

FACILITIES:

- Situated on 100 square miles, NSWC Crane is home to critical military testing and evaluation facilities.
- DoD's largest multi-service facility for **electronic warfare, sensors and electronics.**
- Navy's premier facility for the design and testing of radiation hardened electronics.
- Nation's only location for environmentally benign, self-contained, high-energy testing.
- Training ranges for weapons, ordnance, night vision/electro-optics/laser and electronic warfare.



HISTORY:

- In 1941 NSWC Crane was commissioned under the Bureau of Ordnance as the Naval Ammunition Depot for production, testing and storage of military ordnance.
- In the 1950s and 1960s NSWC Crane's capability grew to include expertise in small arms, sonobuoys, microwave tubes and POLARIS missiles.
- Three decades later NSWC Crane has advanced in technology expertise expanding to complex military systems while becoming the **"go to" source for Expeditionary Warfare, Electronic Warfare and Strategic Missions** for the Department of Defense.

CUSTOMERS:

- In response to the changing needs of the Warfighter, NSWC Crane has evolved from its ordnance roots into a **high-tech engineering organization** focused on three mission areas.
- Our broad customer base includes the Department of Defense, Navy, Marine Corps, Air Force, Army, United States Special Operations Command, Coast Guard, NASA, Missile Defense Agency, Unified Combatant Commands and some smaller federal organizations as well as private industry.



did you know?

nswc crane's . . .

- volunteer STEM outreach program helps produce **national award winning high school and junior high science projects** which serve our next generation of employees.



- employees donate annually over \$100k to the non-profit Combined Federal Campaign.



- employees contribute over \$2M daily into Indiana's economy.



- employees donate enough blood annually to **save over 300 lives a year.**



- employees have **347 patents with over 550 pieces of intellectual property** that can be utilized for commercialization.

- the base is home to a large population of wildlife including deer, turkey, coyote, bobcat, and eagles.
- we partner with the Indiana Department of Natural resources to control and preserve the wildlife on base.



civilian technical opportunities

DESIRED SCIENTISTS AND ENGINEER QUALIFICATIONS:

- *Entry-level (ND-02)*: Bachelor's degree in professional engineering from an ABET accredited university or an applicable scientific discipline
- *Intermediate-level (ND-03)*: Master's or PhD degree in the related career field
- *Journeyman-level (ND-04)*: Degree in the related career field and specialized experience

TECHNICAL OPPORTUNITIES:

NSWC Crane's skilled professionals put technical solutions directly into the hands of the Warfighter, ensuring safer missions. Our broad customer base includes the Navy, Marine Corps, Army, Air Force, United States Special Operations Command, Coast Guard, NASA, and many other military, civilian, and foreign military organizations.

NSWC Crane has exciting opportunities for scientists and engineers involving full-spectrum life-cycle management/support functions in the following technical capability areas:

- Advanced Electronics and Energy Systems
- Electronic Warfare Systems RDT&E/Acquisition/Life Cycle Support
- Infrared Countermeasures and Pyrotechnic RDT&E and Life Cycle Support
- Sensors and Surveillance Systems
- Special Warfare and Expeditionary Systems Hardware
- Strategic Systems Hardware

ELECTRONICS ENGINEER:

Electronics engineers research, develop, test, evaluate, operate, maintain, decommission, and/or direct the fabrication, manufacture, and installation of electronic devices. Electronics engineers work on systems and devices including: flight systems, communication systems, tactical jamming systems, including radios and antenna systems; navigation systems, including global positioning systems; acoustical measurement systems; radar and sonar systems; tracking and scheduling systems; weapon systems, target systems; control systems for test operations; display systems.

MECHANICAL ENGINEER:

Mechanical engineers perform technical design and development project work, program management work for a significant technological field or particular emphasis area, and engineering advisory services. Work situations for these mechanical engineers usually include some of the following: providing agency program management for a mechanical engineering emphasis program area and performing and executing a variety of engineering projects from conception to completion. Systems and products would include small arms, radar systems, electro-optic and weapons mounts, power system integration, launcher systems, aircraft dynamics and vehicle systems integration.

COMPUTER ENGINEER:

Computer engineers devise software to integrate a number of devices (e.g., systems, equipment, application programs, and components) into a computer or weapons system. They also design firmware defining the behavior of a system. Computer engineering requirements are for the development of: embedded computers in weapons or weapons-support systems; systems for complex scientific applications; simulation systems; communication systems; computer-aided engineering and design systems; and large-scale information systems with worldwide infrastructure.

COMPUTER SCIENTIST:

Computer scientists develop new and improved concepts, principles, and techniques that will advance the body of knowledge of computer science, and adapt and apply advanced computer science methods and techniques to solve complex computer processing requirements.

PHYSICIST:

Physicists advise, administer, supervise, or perform research or other professional and scientific work in the investigation and application of the relations between space, time, matter, and energy in the areas of mechanics, sound, optics, heat, electricity, magnetism, radiation, or atomic and nuclear phenomena.

ENGINEERING TECHNICIAN:

Engineering technicians work in a variety of unique work situations, often aligned with professional engineering fields and each with a fairly distinct set of knowledge and skill requirements. The work involves functions such as research, development, design, evaluation, construction, inspection, production, application, standardization, testing, or operation of engineering facilities, structures, systems, processes, equipment, devices, or materials.

ELECTRONICS TECHNICIAN:

Electronics technicians assist in many work situations that involve electronic equipment; including maintenance, installation, fabrication, testing and evaluation/research and development, sustainment, and troubleshooting. When technicians develop, test, or perform other work on an unfamiliar piece of electronic equipment they apply their knowledge of electronic theory, circuit design, and the operating characteristics of more familiar equipment.



civilian business opportunities

DESIRED BUSINESS QUALIFICATIONS:

- *Entry-level (NT-2)*: Bachelor's degree in a related career field from an accredited university or one year of specialized experience at the NT-1 level depending upon the career field.
- *Intermediate-level (NT-3)*: Bachelor's degree in a related career field from an accredited university or one year of specialized experience at the NT-2 level depending upon the career field.
- *Journeyman-level (NT-4)*: PhD in a related career field from an accredited university or one year of specialized experience at the NT-3 level depending upon the career field.

BUSINESS OPPORTUNITIES:

NSWC Crane has a yearly business base of almost \$2 billion with over a billion dollars of funding utilized to provide the Warfighters with the required technical equipment, weapons and systems to execute their mission. The Corporate Ops Department, along with Contracting and Comptroller make up NSWC Crane's Business Services support. These departments provide on-time reliable delivery and a team-focused approach to balancing client compliance with the overarching mission readiness of NSWC Crane to support the Warfighter.

Career Fields Include the Following Disciplines:

FINANCIAL MANAGEMENT & ACCOUNTING:

Work includes analyzing and recommending costs and benefits of alternative methods of financial management of organization's programs and administrative operations; implementing legal and regulatory controls over approved budgets; and providing advice on effective and efficient methods for the acquisition and use of funds to support the organization's programs and activities.

CONTRACT & ACQUISITION SPECIALIST

Work in developing contract strategy considering the availability of funds, extent of competition, urgency, production lead time, delivery requirements, need for Government furnished material/property, option requirements and other factors. This job series also reviews specifications and work packages to assure clarity, adequacy and completeness, and advises planning when deficiencies are noted. The incumbent analyzes contractor cost proposals prepares and/or reviews technical advisory reports.

HEALTH & SAFETY SPECIALISTS:

Plans and directs special occupational health/industrial hygiene studies based upon validated need or detected variance from established standards. Evaluates and analyzes accident frequency, cause data, accident reports, safety survey reports, unit operations, and other activities having a direct impact on accident prevention, and directs countermeasure programs to correct unsafe procedures or conditions.

HUMAN RESOURCES MANAGEMENT:

Plan and execute human resources planning by providing advice and counsel to managers/supervisors on human resources laws, rules and regulations involving recruitment, benefits, position management and/or compensation.

INFORMATION TECHNOLOGY:

Expand your knowledge while working on the cutting edge of information technology security. In this occupation you may supervise, lead or perform duties that pertain to planning, developing, implementing, and maintaining programs, policies and procedures to protect the integrity and confidentiality of systems, networks, and data.

ENVIRONMENTAL & FACILITIES MANAGEMENT:

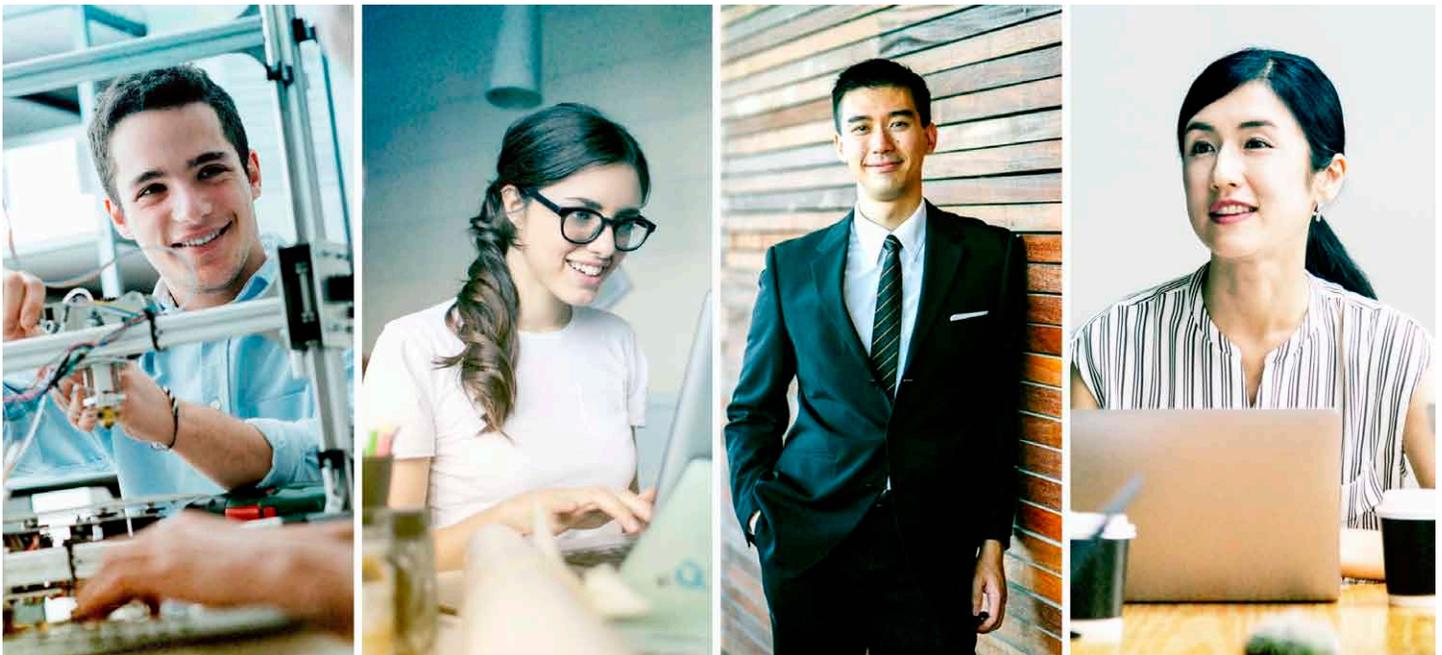
Accomplish long range environmental planning, budgeting and programming activities that impact installations or a region that would affect other states. Review planning and construction documents for environmental considerations as required.

LOGISTICS MANAGEMENT SPECIALIST:

In this occupation you may supervise, lead or perform duties concerned with providing logistical support to an assigned organization. Your duties may include planning, coordination or evaluating logistical actions in support of a specific mission. Additional duties may include identifying the specific requirements for money, manpower, material, facilities and services that are needed to support the program and correlate these requirements with program plans to assure that the needed support is provided at the correct time and place. You may also function as the overall manager of the logistical effort.

BUDGETING & BUSINESS MANAGEMENT:

Plans, coordinates, and conducts all phases of budget/financial formulation, presentation, justification and execution. Interprets budget policy, manages resources, and forecasts budget trends. Develops current and long-range budgetary requirements in compliance with regulatory directives, translates requirements into resource plans, and ensures resource plans match objectives and directives. Develops current-year execution and long-term spending plans for program budgets.



employee benefits

VACATION TIME (ANNUAL LEAVE):

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

- 0-3 yrs of service = **13 Days**
- 3 – 15 yrs of service = **20 Days**
- 15+ yrs of service = **26 Days**

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

PAID HOLIDAYS:

- Ten 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 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 for hours exceeding an 80 hour pay period.

WORK SCHEDULE:

Compressed Work Schedule: A “pay period” consists of two weeks or 80 hours

- A compressed schedule included eight nine-hour days and one eight hour day with one day off every two weeks.
- Starting time for employees working a compressed schedule ranges from 0600-0800.

FLEXIBLE WORK SCHEDULE:

- Employees work all ten days during the pay period with flexible work hours, start times range from 0600 to 0900.

TELEWORK:

- After one year of service you will be permitted to telework which increases personal freedom and flexibility.

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:

- 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.

Visit OPM for more information: <http://www.opm.gov/insure>

LIFE INSURANCE:

- Most civilian employees are eligible to participate in the Basic Life and other additional options offered by FEGLI.
- Basic insurance premiums are shared by the employee and the government based on the insurance amount.

Visit OPM for more information: <http://www.opm.gov/insure/life>

SALARY INFORMATION:

- Dependent upon education and experience.

RETIREMENT COVERAGE:

- Retirement annuity for life beginning as early as age 55
- Benefits based on length of service and salary
- Military service may be credited toward FERS (deposit required)
- Vesting after 5 years of creditable civilian service
- Eligibility for survivor and disability benefits after 18 months of civilian service
- Earn Social Security Credit

For more information on FERS, visit: <https://www.opm.gov/retirement-services/fers-information/>

THRIFT SAVINGS PLAN (TSP):

- Tax-deferred retirement savings and investment plan
- Employees offered same type of savings and tax benefits that many private corporations offer employees under 401K plan.
- By participating in the TSP, employees have the opportunity to save part of their income for retirement
- Receive matching agency contributions which reduces 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.

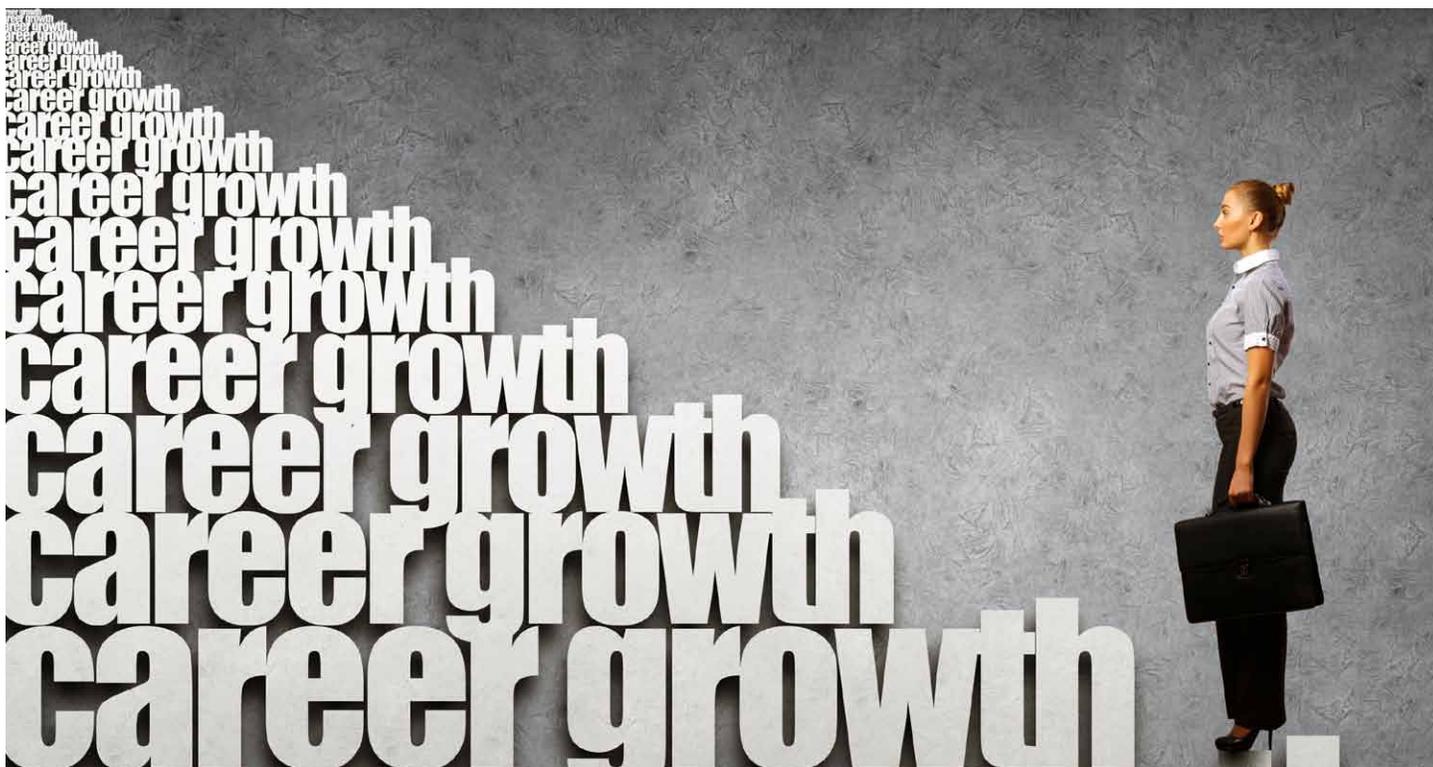
For more information on TSP, visit: <http://www.tsp.gov>



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 Crane Division are made available to all levels of the organization and range from 1-day courses to fully supported programs of advanced graduate study. Courses and programs are available both on-site and offsite and cover a wide range of competencies related to our professional, technical, and administrative support work.

EDUCATION AND ADVANCED DEGREE PROGRAMS:

In order to facilitate our employees' professional growth, NSWC Crane Division offers a diverse array of educational opportunities. Degrees can be obtained 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 onsite, while other options include distance learning, computer based training, correspondence courses, on-campus classroom in local colleges or community learning centers.

PUBLIC MANAGEMENT CERTIFICATE:

The Indiana University Crane Public Management Certificate Program (PMC) is an 18 credit hour Graduate Program in Public Management offered by the School of Public and Environmental Affairs (SPEA). PMC is a management development program geared toward furthering education beyond the Bachelor's Degree. It is designed for career employees aspiring to more challenging leadership and management assignments.

MASTER OF PUBLIC AFFAIRS (MPA):

The Master of Public Affairs (MPA) is a 39 credit hour professional course of study offered through Indiana University that provides the knowledge and experience necessary to operate and manage public agencies and nonprofit organizations. Its interdisciplinary courses provide familiarization with the multifaceted nature of public management. The 39 credit hours needed for the MPA includes the 18 credit hours from the PMC Program.

NSWC CRANE DIVISION PHD PROGRAM:

The PhD program is a corporately funded developmental program designed to foster greater participation in doctoral level education that directly supports one or more of our three strategic focus areas. It is a highly competitive program that allows employees to become full-time students with no work requirement requiring a strong commitment from each participant. Upon graduation and reintegration into the NSWC Crane workforce, participants to conduct research, publish, and garner personal and organizational recognition of technical expertise.

LEADERSHIP DEVELOPMENT PROGRAMS:

NSWC Crane provides multiple Leadership Development opportunities that are targeted for both employee and management personnel. NSWC Crane leadership also encourages NSWC Crane 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.

MASTER OF SCIENCE IN SYSTEMS ENGINEERING (MSSE):

The Master of Science in Systems Engineering (MSSE) program is an interdisciplinary leadership program offered by Naval Post Graduate School. It is designed for senior engineering and technical professionals to provide a holistic perspective and knowledge base of the total life-cycle acquisition system. The MSSE is a 24-month program. Students take two courses per quarter, once a week. It consists of 16 courses and 48 credit hours, which will culminate in a Masters Degree and will apply toward Acquisition Certification. Courses are taught using a blended approach of distance learning that includes video tele-education and some web-based education. The Capstone Design Project substitutes the thesis requirement and is tailored to meet Command corporate needs. Students work as teams on the project and provide briefings and written papers to Command corporate leadership.



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 has hired more than 41k employees this last 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 with the opportunity to travel from your local duty station to support the mission in a variety of ways.

(5) Jobs 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 for Advancement and Professional Development – 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 technology development, often partnering with 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 – 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.

life @ nswc crane



<https://www.navywrcrane.com/>

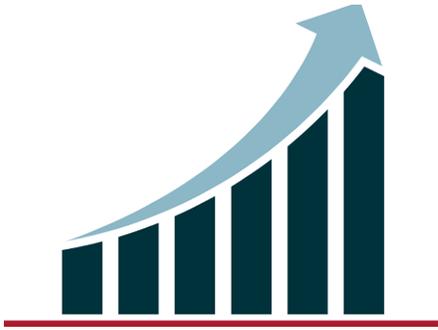


812.854.0000



<http://www.navsea.navy.mil/Home/Warfare-Centers/NSWC-Crane/>

pride in our workforce



200% increase

in external award nominations in the past two years

300% increase

in external awards won in the same timeframe

10% of the workforce

Completed the **'Leading from Within'** course as part of NSWC Crane's efforts to develop the leaders of tomorrow, while providing opportunity to embrace extraordinary career opportunities



NSWC Crane's approach to a teaching organization has reinforced cultural imperatives through locally-developed, corporately-sponsored academic and other credentialed avenues.

CHART

NSWC Crane's Corporate Hiring and Recruiting Team

NSWC Crane is continuously looking to increase in the number of student and entry-level scientists, engineers, technicians and business professionals. CHART has focused recruiting efforts at colleges and universities.

In addition, CHART has received a Human Capital Management Government (HCMG) Award for its innovative approach to recruiting and hiring.



'Technician to Engineer' Program

NSWC Crane developed and implemented this program in collaboration with University of Southern Indiana, which offers professional growth and development for technicians who have a passion to earn an engineering degree.

NSWC Crane has leaned forward and carved out 64% of training investments for technical purposes in an effort to train and develop the **"Force behind the Fleet."**

leading the way in technology and educational advancement

NSWC Crane takes great pride in working directly with the Warfighter during training exercises and technology application events. Innovation and Sensor Fusion events, such as the one pictured here held at NSWC Crane, Camp Atterbury in Edinburgh, Indiana and Muscatatuck Urban Training Center provides scientists and engineers the opportunity to test in a low-risk environment and evaluate their technological innovations at the research and development level before their technologies become militarized and integrated at the operational level.

NSWC Crane internally defined, designed and developed technical career paths which accelerate the learning and experience of Engineers and Scientists with 84 completing Level I Certification. The program is a technical certification approach modeled after the personnel qualification standards for entry-level engineers and scientists. The certification is a commitment from the organization to invest in employees to offer career growth and development opportunities.

NSWC Crane has developed dedicated lab space for rapid innovation and experimentation, most notably the Rapid Innovation Prototyping Laboratory (RIPL), which consists of 8,636 square feet of open space architecture.

Future investments include a dedicated innovative and collaborative office space for Science & Technology to be used to swarm emerging technical challenges that threaten on-time delivery of critical operational mission capabilities to the fleet.

"NSWC Crane is more VALUED and RELEVANT than at any time in its history, and our strategies are setting us on a course to remain relevant well into the future!"

- NSWC Crane Leadership



quotes from our leadership . . .

“The work here at Naval Surface Warfare Center Crane is vital to our national security. Simply put, the amazing people here at Crane keep our nation safe with their work in strategic missions, expeditionary and electronic warfare, and through their efforts in rapid innovation and prototyping. They keep us ahead of our competitors by learning fast and keeping our Fleet ready.”



Admiral John Richardson
Chief of Naval Operations
Member, Joint Chiefs of Staff

“What Crane does for us is so wide and so deep... It’s significant for our national security the work that goes on here. They do things that range from our nuclear deterrent, which is the bedrock of our security, to supporting today’s Warfighter - who are protecting us and our people and our country right now, today, tonight around the world - to high tech, but incredibly important areas for our future like electronic warfare, trusted microcircuits, all of these advanced technologies without which the finest fighting force the world has ever known can remain that way.”



The Honorable Ashton Carter
Former Secretary of Defense

“It is truly great to be here and see the work you are producing. You are harnessing technology and finding innovative solutions to help Warfighters across our Navy-Marine Corps enterprise. You’re making our Navy stronger and you are helping us increase our capabilities across all domains, which is exactly what our nation needs.”



The Honorable Richard Spencer
Secretary of the Navy

FUTURE
NSWC CRANE 
NEXT EXIT



notes . . .



<http://www.navsea.navy.mil/Home/Warfare-Centers/NSWC-Crane/>



SEND RESUMES TO: CRANE_RECRUITING@NAVY.MIL