



MILITARY
SEALIFT
COMMAND

Seafarer's

ADVISOR

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Letter from the Director

Dear Partners,

As we have said in the past, we value our relationships with your organizations and work hard to keep you aware of our recruitment initiatives. We hope this newsletter serves as a useful tool.

Right now, we are actively recruiting for FY08 hiring needs and, like many organizations, we are specifically searching for experienced unlicensed engineering personnel to join our workforce. We are looking for refrigeration engineers, deck engineer machinists, unlicensed junior engineers and pumpmen. To see these position requirements or to refer any interested candidates for these positions, please visit www.sealiftcommand.com.

In this issue we have included some tips that will help applicants navigate through our hiring effort. While our hiring timeframe is longer than commercial industry, we believe that once a mariner sails with us, he/she will quickly see why so many people turn a job with MSC into a career. You will see an example of this in the success story of Mr. Jay Pierce in this issue. Mr. Pierce began as a Wiper and is now sailing as a Third Assistant Engineer in only four short years.

Thank you for all of the continued support and encouragement.

Phyllis B. Spano
Director, Human Resources and Manpower
MSFSC

Job Fair Schedule

12/6/07	Recruit Military Job Fair	Jacksonville, FL
12/12/07	Worknet Pinellas Vets Job Fair	St. Petersburg, FL
12/12/07	Mini Job Fair	San Pedro, CA
12/12/07	Mini Job Fair	Boston, MA
12/13/07	Mini Job Fair	Traverse City, MI
12/14/07	Recruit Military Job Fair	Escondido, CA
12/18/07	Mini Job Fair	Baltimore, MD
12/19/07	Mini Job Fair	New Orleans, LA
12/20/07	Mini Job Fair	Astoria, OR
12/20/07	Mini Job Fair	Grayslake, IL

See www.sealiftcommand.com for more information on upcoming events.

Submitting a Strong Employment Application

On all Job Opportunity Announcements the Evaluation Criteria section uses the phrase “KSA” which stands for Knowledge, Skills, and Abilities. Each position has a series of KSA statements to which the applicant, while not required to, should respond. Here, the applicant describes his/her ability to carry out components of the job. This is a great place for the applicant to differentiate himself/herself from others.

Evaluation of KSAs

KSA responses are compared to a crediting plan used to “grade” an overall application. The use of a crediting plan is one of the most reassuring aspects of the whole KSA process because it represents an objective standard for evaluating and ranking individual applicants.

Applicants are not permitted to see the crediting plan. But picture the crediting plan as a KSA scorecard, with maximum points associated with each KSA and to each level of performance

under a KSA. For each level, the crediting plan provides examples of tasks that demonstrate this degree of ability. Applicant responses are matched as closely as possible to one of the examples to determine the appropriate level of ability and, thus, the number of points to award.

Getting Down to Business

Preparing good KSA responses requires two skills: reading and writing. Each KSA should be addressed individually on a blank sheet of paper, with the job opportunity announcement number and position title on the top. Type, or clearly write, the KSA statement you are addressing, followed by your response. At the bottom of each page, put your name and date.

KSA Example:

Skill in written communication

Poor KSA Response

My communication skills are excellent. I am often asked to help out in

continued

Success Story: Mr. Jay Pierce, Third Assistant Engineer

Born and raised in Kingston, TN, Mr. Jay Pierce took a road often traveled by many young adults. He pursued a college degree. After obtaining his Bachelors of Science in Industrial Technology, he worked as a cost estimator for a mechanical contractor in Knoxville, TN, and was getting by, but not ahead. His former employer, a retired Military Sealift Command chief engineer, urged Pierce to consider a seagoing career, especially one with MSC.

Pierce considered his options and decided to take the necessary steps to obtain his U.S. Coast Guard merchant mariner's document. Pierce was then hired by MSC as a wiper. Since joining MSC four years ago, Pierce, now 31, has passed his third assistant engineers exam and is sailing as a temporary third assistant engineer. Earlier, after his first tour with MSC, Pierce was able to test for, pass, and be credentialed for all of the qualified member of the engine department ratings with the Coast Guard. "The ease of entry, the ability to receive training and accrue sea time, and the opportunity to move both laterally and advance has made joining MSC a decision I will never regret," stated Pierce.



Pierce has sailed on USNS Kiska, USS/USNS Coronado and USNS Bridge – four tours total. He lived in Japan for nine months while assigned to Coronado, thereby allowing him to soak in the Japanese culture. He has also enjoyed visits to Sydney, Australia; Victoria, British Columbia; and the Philippines.

When asked what he enjoys most about his employment with MSC, his initial comment was "that's a biggie." "Once you get over the fact that you are away from home a lot, there are several bonuses that make the day-in and day-out experiences worth-

while: the job offers great ports of call, good pay, the ability to take leave without pay (if there is a need), job advancement, no commute and the constant new challenge are just a few," Pierce explained.

Shipboard life is rather intimate, but there is ample space for you to be by yourself and take a breather. As it relates to living space, Pierce has not had many issues with privacy. On USNS Kiska, he had one roommate. On some of the newly converted MSC ships there is an allowance of thirty dollars a day for having to share space. "On

the Bridge," chuckled Pierce "the space shared was originally designed for 45 Navy Sailors and was shared by the 12 day workers in the engine department. The additional money was always a strong reminder to continue to be flexible and deal with the 'inconvenience'."

Having never imagined a life at sea, Pierce has taken his passion for MSC and the outstanding benefits and career opportunities derived by being a civil service mariner to the point where he has recruited his brother and one of his friends to a career afloat. "I never intended to be a recruiter but I now feel strongly about the opportunity that MSC can afford to a lot of different individuals," said Pierce. Pierce feels so strongly he has worked with the USCG to help his alma mater, the Industrial Technology Department, Tennessee Technological University become USCG certified. This means future graduates will have the ability to test with the USCG and be issued a MMD with electrician and machinist ratings. "According to the USCG, my degree couldn't help me get more than entry level endorsements, but since they're USCG certified, future graduates will be able to enter the maritime industry and qualify for more than the entry-level ratings, and help MSC fill shortages in the unlicensed engine ratings," said Pierce.

See other MSC Success Stories at www.sealiftcommand.com

MSC Positions

MSC is currently or will soon be hiring for the following positions:

Able Seaman

**Ordinary Seaman
Advancement Program**

2nd Electrician

Refrigeration Engineer

Deck Engineer Machinist

Unlicensed Junior Engineer

Pumpman

Wiper Advancement Program

Radio Electronics Technician

Employment Application *continued from front*

this regard and have been commended for my work.

Strong KSA Response

In the past 10 months, I have taken over a number of writing assignments previously held by my supervisor. These include:

1. Drafting monthly reports on leasing activities under the purview of our office. These are routinely approved by my supervisor without change and are circulated to 10 field offices and regional directors.
2. I have assumed the responsibility of reporter for the quarterly meeting of the bureau's research directors. Reports of these meetings are reviewed by the

director's office prior to distribution to all participants.

3. In January 1996, I completed the course "Writing Analytical Reports," offered through the National Independent Study Center. This was a six-month course involving 24 hours of training and covering such areas as: planning an analytical report, collecting and analyzing data, identifying possible solutions to problems addressed in the report, and organizing, writing and editing the report.

Any additional questions on this topic please have students/clients contact the CIVMAR Support Center at 1-877-562-7672.