Nuclear Regulator Apprenticeship Network (NRAN), GG-0801 & 1301- 7/9/11 FPL 13
Nuclear Regulatory Commission

Summary
The Nuclear Regulator Apprenticeship Network (NRAN) is an 18-month entry-level agency program designed to develop regulators who have a broad understanding of the U.S. Nuclear Regulatory Commission (NRC) mission by focusing on skill development in various program areas across the agency. The cohort will commence in late June 2024.

Overview

Open & closing dates
09/05/2023 to 10/30/2023

Salary
$60,193 - $100,133 per year

Pay scale & grade
GG 07 - 11

Location
Many vacancies in the following location:
- Rockville, MD

Remote job
No

Telework eligible
Yes—It is expected that cohort members report in-person for initial training. Telework eligibility may vary during the NRAN program based on each apprenticeship. In general, NRC employees are expected to be in the office a minimum of 4 days per pay period. The positions advertised in this vacancy announcement are not approved for full-time remote or fixed telework. If selected, telework will be determined in accordance with Agency policy and the Collective Bargaining Agreement.

Travel Required
50% or less - Cohort members will travel to the regions, site visits, and training at the Technical Training Center during the NRAN Program.

Relocation expenses reimbursed
Yes—Travel expenses associated with interview and/or relocation expenses associated with job offer may be paid to the extent allowed by Federal Travel Regulation.

**Appointment type**
Permanent -

**Work schedule**
Full-time -

**Service**
Excepted

**Promotion potential**
13

**Job family (Series)**
- [0801 General Engineering](https://www.usajobs.gov/Search/Results?j=0801)
- [1301 General Physical Science](https://www.usajobs.gov/Search/Results?j=1301)

**Supervisory status**
No

**Security clearance**
L Access Authorization

**Drug test**
Yes

**Announcement number**
ALL OFC-2023-0222

**Control number**
747323700

**This job is open to**

- **Individuals with disabilities**
- **Federal employees - Competitive service**
  Current or former competitive service federal employees.
- **Federal employees - Excepted service**
  Current excepted service federal employees.
- **Career transition (CTAP, ICTAP, RPL)**
Federal employees who meet the definition of a "surplus" or "displaced" employee.

**Recent graduates**
Individuals who have graduated from an accredited educational institute or certificate program within the last 2 years or 6 years for Veterans.

**Land & base management**
Certain current or former term or temporary federal employees of a land or base management agency.

**Military spouses**

**Native Americans**
Native Americans or Alaskan Natives with a tribal affiliation.

**National Guard & reserves**
Current members, those who want to join or transitioning military members.

**Peace Corps & AmeriCorps Vista**

**The public**
U.S. Citizens, Nationals or those who owe allegiance to the U.S.

**Special authorities**
Individuals eligible under a special authority not listed above, but defined in the federal hiring regulations.

**Veterans**

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**Clarification from the agency**
The NRC is accepting resumes from entry-level engineers and scientists who will be graduating between April 2024 - June 2024 to become part of the 2024 NRAN cohort. Non-selectees may be referred to hiring officials at NRC Headquarters and Regional Offices for consideration for entry-level engineering and science opportunities.

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**Duties**
The NRAN program is comprised of two phases. The initial training phase focuses on regulatory, technical, and organizational fundamentals, followed by the apprenticeship phase in the regions and headquarters program offices. Each apprenticeship is designed towards gaining a variety of skills, competencies, and position experience. At the end of the program, cohort members are reassigned into positions in the program offices and regions that have been identified to meet the skill needs of the agency.

Phase I is a foundational knowledge phase. The programming is executed to the members together as one cohort. This phase focuses on agency and program orientation, cohort development, and training on regulatory fundamentals, technical fundamentals, organization knowledge, and NRC values and culture. The length may vary, but it is generally 10 – 15 weeks in duration. During Phase I, the cohort may have opportunities to travel to the regions, site visits, and training at the NRC’s Technical Training Center in Chattanooga, TN, as arranged through the program.
Phase II is the apprenticeship phase. In this phase, NRAN members typically engage in (3) 5-month apprenticeships where they gain hands-on experience in regulatory decision-making positions. It is generally expected that one of the apprenticeships be based in a regional office. The expected activities and accomplishments for each apprenticeship are discussed in advance among the NRAN member, apprenticeship supervisor from the receiving office or region, and NRAN Branch Chief and documented in a signed apprenticeship agreement. Changes in the agreement must be mutually agreed-upon by the three signing parties. This phase may include designated technical trainings. The NRAN member will provide a close-out memorandum to the apprenticeship supervisor(s) and NRAN Branch Chief accounting for activities completed or basis for non-completion.

NRC employees have responsibilities that include: protecting public health and safety; protecting the environment; protecting and safeguarding nuclear materials and plants in the interest of national security; and assuring conformity with antitrust laws. Agency employees perform these functions through: standards-setting and rulemaking, technical reviews and studies; conducting public hearings; issuance of authorizations, permits, and licenses; inspection, investigation, and enforcement; evaluation of operating experience; and confirmatory research.

Requirements

Conditions of Employment

• Must be a U.S. Citizen.
• Must complete and pass a background investigation and fingerprint check.
• Must pass a drug test.

It is your responsibility to furnish documentation that verifies you meet the basic education and professional knowledge requirements; in the absence of such documentation, you will be rated not qualified. This announcement is intended for students majoring in engineering or physical science who will be graduating April 2024 - June 2024 to create the NRAN cohort which will commence in late June 2024.

Qualifications

You must meet basic education and professional knowledge requirements that apply to Federal engineering and sciences positions for the grade levels to which you are applying. This knowledge is met by having a bachelor’s or higher degree in a relevant professional engineering/science discipline from a school of engineering with at least one engineering curriculum accredited by the Accreditation Board for Engineering and Technology (ABET) or by documenting how you meet the minimum OPM qualification standards for the 800 Occupational Series or 1301 Occupational Series.

Candidates must meet the basic qualification requirements for engineer/sciences by having at least a Bachelor’s degree in an appropriate professional engineering or scientific field prior to appointment.

Engineering technology degrees are not generally qualifying unless supplemented by other evidence of the individual’s professional knowledge (e.g., current P.E. license or EIT examination results, as discussed above). More detailed information about these alternatives for meeting the knowledge requirements for Federal professional engineering and sciences jobs is described in the U.S. Office of Personnel Management (OPM) Qualification Standards.

You must meet the qualifications for this position before placement in the position.

Education

https://www.usajobs.gov/job/747323700/print
The position has an education requirement.

**GG-07**

Bachelor's degree in an Engineering or Physical Science discipline, with at least a 2.95 overall GPA.

**GG-09**

Master's degree in an Engineering or Physical Science discipline, with at least a 2.95 overall GPA.

**GG-11**

Doctoral degree in an Engineering or Physical Science discipline, with at least a 2.95 overall GPA.

**Transcripts**

You must provide a copy of your "Unofficial" transcript for the degree that will be conferred between April 2024 - June 2024 by the closing date of the vacancy announcement that notes the school you are attending, your major, and contains course titles, date of completion, number of credits, grades, cumulative grade point average (GPA), and courses currently in progress. If you fail to submit transcripts with your application by the closing date, you will be considered ineligible and will no longer be considered. "Official" transcripts will be requested before the effective date of initial appointment. If official transcripts are not provided OR if official transcripts do not meet program eligibility requirements it may result in removal from the position.

**Additional information**

**Drug Testing:** The NRC is a zero-tolerance agency with respect to illegal drug use. Individuals selected for these positions will be subject to pre-appointment drug testing.

**Suitability and Investigation:** If selected for this position, you will be required to complete the Declaration for Federal Employment (OF-306) to determine your suitability for federal employment and successfully complete a pre-appointment investigation/background check.

False statements or responses on your resume or questionnaire can jeopardize your employment opportunity and subject you to disciplinary action, including removal from Federal service, a transferable security clearance from another agency or a background investigation leading to a clearance is required for all new hires. To begin work at the NRC without a security clearance, you must be granted a temporary waiver of the required clearance, referred to as a 145(b) waiver.

To be eligible for a 145(b) waiver you need favorable education verification, reference, credit, and criminal history checks. If a waiver is granted, the successful completion of a background investigation and favorable adjudication are required for continued employment.

If you have resided outside the U.S. for an extended period of time, the agency may not be able to (1) grant the 145(b) waiver where the required investigation cannot be completed in a timely manner, or (2) achieve timely completion of the background investigation required for a security clearance.

**Reasonable Accommodation:** The NRC provides reasonable accommodation to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application and hiring process, please notify the coordinator at (301) 287-0739 or TDD 240-482-3217. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

**Benefits**

A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. Learn more about...
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As an NRC employee you will enjoy excellent Federal Benefits, including: comprehensive health and life insurance plans; Flexible Spending Account Program for health and dependent care; Dental and Vision Insurance; retirement savings and investment plan similar to 401(k) (Thrift Savings Plan); annual (vacation) and paid sick leave; family friendly leave policies; 11 paid holidays per year; transit benefits. This link provides an overview of the benefits currently offered to Federal employees. https://www.usajobs.gov/Help/working-in-government/benefits/

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

The information provided in the resume and responses to any vacancy questions will be used to determine level of knowledge, skill and ability related to the job requirements, so please ensure that your resume includes this information. Applications will be rated against criteria including:

(1) GPA

(2) Work Experience

(3) Academic Honors (i.e., Dean List), Awards (i.e., Scholarships) and/or Extracurricular Activities (i.e., Student Associations)

You may preview questions for this vacancy.

Required Documents

Required Documents:

ALL applicants must submit:

1. Current Resume

2. Responses to the vacancy assessment questions

3. College Transcript that includes the school you are attending, your major, and contains course titles, date of completion, number of credits, grades, cumulative grade point average (GPA), and courses currently in progress. If you fail to submit transcripts with your application by the closing date, you will be considered ineligible and will not be considered. "Official" transcripts are required prior to start date.
Applicants claiming Veterans Preference must submit, if applicable:

- Separated members must submit a copy of your DD214, member copy 4.
- Current Active Duty members must submit a certification of expected discharge or release from active duty honorable conditions dated within the last 120 days.
- Veterans claiming 10-Point Preference must also submit an SF-15 AND ALL documents indicated on the form as proof of type of preference.
- Veterans claiming eligibility based on a service-connected disability must submit and indicating the percentage of disability.
- Certain Military Spouses Eligible under E.O. 13473: Permanent Change of Station (PCS) orders, issued within the last 2 years, that lists you as authorized to accompany the Military member to the new duty permanent station; OR verification of the member’s 100% disability (VA Letter); and/or verification of the member’s death while on active duty (DD-1300 and Death Certificate) AND verification of the marriage to the service member (i.e. a marriage license or other legal documentation verifying marriage).

You will not be considered for the position if any supporting documentation is not received by the closing date of the vacancy announcement.

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education (http://www.ed.gov/admins/finaid/accred/).

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

How to Apply

Step 1: Create a USAJOBS account (if you do not already have one) at www.usajobs.gov.

Step 2: Create a resume using the USAJOBS resume builder or upload a resume into your USAJOBS account. Ensure that your resume demonstrates your education, experience, training, and accomplishments as it relates to the qualifications for this position and substantiates your responses to the occupational questionnaire.

Step 3: Upload any required documents into your USAJOBS account (must be less than 3MB and in one of the following document formats: GIF, JPG, JPEG, PNG, RTF, PDF, or Word (DOC or DOCX)).

Step 4: Click "Apply Online" and follow the prompts to complete the occupational questionnaire and attach any required documents. Verify that uploaded documents from USAJOBS transfer into the agency’s hiring system. You will have the opportunity to upload any additional required documents in the agency's hiring system. Click “Finish” to submit your application.

NOTE: You may update your application or required documents at any time while the announcement is open by logging into your USAJOBS account, clicking on "Application Status," clicking on the position title, clicking "Update Application," and following the prompts.
Paper applications will not be accepted unless hardship circumstances can be demonstrated and requests for extensions will not be granted. If applying online poses a hardship for you, the Human Resources Specialist listed on this announcement will provide assistance to ensure that your application is submitted online by the closing date. You must contact the Human Resources Specialist BEFORE the closing date to speak to someone who can provide assistance for online submission. You must answer the job specific vacancy questions. You will be evaluated based on your responses to the vacancy questions and information provided in your resume.

In order to receive consideration for this position, you must submit your complete application, including all required documents, by 11:59 PM Eastern Time on the closing date of the vacancy announcement. **We will not accept any required documentation after the closing date of the vacancy announcement.**

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

**Agency contact information**

👤 Deborah Hackett

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Address

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US Nuclear Regulatory Commission
Office of Human Resources
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Rockville, Maryland 20852
United States

**Next steps**

Applications will be rated against criteria including:

1. GPA
2. Work Experience
3. Academic Honors (i.e., Dean List), Awards (i.e., Scholarships) and/or Extracurricular Activities (i.e., Student Associations)

The information provided in the resume and responses to any vacancy questions will be used to determine level of knowledge, skill and ability related to the job requirements.

Your application will be referred to the NRAN hiring managers if you are determined to be in the grouping of top candidates for the positions.
If selected for an interview for the NRAN cohort, you will be contacted directly via the contact information you provided in your application. Applicants who are not selected for the NRAN cohort may be referred to other hiring managers to fill entry-level positions in the offices/regions.

Fair & Transparent

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity (EEO) Policy
(https://help/usajobs.gov/equal-employment-opportunity/)

Financial suitability

New employee probationary period

Privacy Act

Reasonable accommodation policy
(https://help/usajobs.gov/reasonable-accommodation/)

Selective Service

Signature and false statements

Social security number request