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Customs & Border Protection
 U.S. Department of Homeland Security [CBP.gov](#)
Job Title: AIRPLANE/HELICOPTER/AIRCRAFT PILOT (AIR INTERDICTION AGENT)

Department: Department Of Homeland Security

Agency: Customs and Border Protection

Job Announcement Number: MHCAMDE-771569-LRW

SALARY RANGE:	\$57,408.00 to \$74,628.00 / Per Year
OPEN PERIOD:	Monday, December 03, 2012 to Friday, December 21, 2012
SERIES & GRADE:	GS-2181-11
POSITION INFORMATION:	Full Time - Permanent
PROMOTION POTENTIAL:	13
DUTY LOCATIONS:	Few vacancies in the following location(s): Deming, NM United States View Map El Paso, TX United States View Map Sierra Vista, AZ United States View Map Laredo, TX United States View Map Marfa, TX United States View Map More Locations (14)
WHO MAY APPLY:	United States Citizens

JOB SUMMARY:
Customs & Border Protection (CBP): Securing America's Borders

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resilience to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career in CBP, the sole organization responsible for securing the nation's borders. At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov/>.

Joining the CBP, Office of Air and Marine will allow you to use your expertise for the detection, prevention, interdiction and apprehension of terrorists, terrorist weapons and other contraband and persons from illegally entering or attacking the United States. Apply for this exciting opportunity to contribute to the total law enforcement mission of the Department of Homeland Security. The starting salary of this position is \$57,408 (GS-11, step 1) with promotion potential to \$106,369 (GS-13, step 10).

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Agency Information:

CBP Minneapolis Hiring Center
 5600 American Blvd
 Suite 700
 Bloomington, MN
 55437-1450
 USA
 Fax: (478)757-3144

Questions about this job:

OAM Staffing Services
 Phone: (952)857-2927x4
 Fax: (478)757-3144
 Email: NHCDEU4@CBP.DHS.GOV

Job Announcement Number:

MHCAMDE-771569-LRW

Control Number: 332215500

Who May Apply:

- Open to all U.S. Citizens. Individuals who are eligible under a Special Appointing Authority should refer to the "Special Appointing Authority" paragraph in the "Other" Section of this vacancy announcement.
- For definitions of terms found in this announcement, please see http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm.

Organizational Location: These positions are located within U.S. Customs and Border Protection, Office of Air and Marine, throughout the Southwestern United States and Aguadilla, Puerto Rico. To view a list of the available duty locations, refer to the Additional Duty Location Info section at the end of this announcement.

Duty Locations: Placement will be made based on the needs of the agency as vacancies occur. Although the online application process will ask you to select one preferred location, you will not be guaranteed placement at that location.

NOTE: Although this announcement is advertised for multiple duty locations, it is not intended to convey the expectation that positions will be filled at all duty locations. However, more than one selection may be made at more than one location.

KEY REQUIREMENTS

- You must be a U.S. Citizen to apply for this position
- You must be able to obtain and maintain a Secret security clearance
- Males born after 12/31/1959 must be registered with Selective Service
- Primary U.S. residency for the last three years (see "Other Information")
- You must sign a mobility agreement and be willing to relocate as necessary
- You will be required to wear an officially approved uniform

DUTIES:[Back to top](#)

You will serve as a CBP Air Interdiction Agent flying airplanes and/or helicopters to perform aviation law enforcement operations to detect, interdict and prevent acts of terrorism and the unlawful movement of people, illegal drugs and other contraband toward or across the borders of the United States.

Once you successfully complete Federal law enforcement training, your duties will include, but not be limited to:

- Conducting air to air, air to water and air to ground border interdiction of people and conveyances illegally crossing US borders.
- Performing interdiction duties that include intelligence gathering, detecting, intercepting, tracking, apprehending, testifying and acting as liaison with other Federal, State, local, tribal and foreign law enforcement agencies.
- Developing strategies to track aircraft, vessels and people to accomplish an effective and successful interdiction.
- Gathering and sharing intelligence information on illegal activities or potential acts of terrorism with internal customers, the general aviation and marine communities and other law enforcement agencies.
- Testifying under oath before a grand jury, Federal court proceedings and/or other legal proceedings.

QUALIFICATIONS REQUIRED:[Back to top](#)

Basic Requirements for this Position:

1. Submit a current FAA Commercial Pilot Certification with the following ratings: Airplane (Single engine land or Multi-engine land) with instrument rating **and/ or** Rotorcraft helicopter with instrument rating. Appropriate US military ratings may be substituted. Other certificates that meet or exceed the requirements of the Commercial Pilot Certificate are also acceptable (e.g., Airline Transport Pilot Certificate).
2. You must submit a current FAA Class I medical certificate for initial entry into the occupation. An FAA Class II medical certificate will be accepted for re-entry into the occupation and for applicants whose Class I has expired. **However, you MUST have a Class I by the time of your interview.**
3. Submit the last page of your documented flight log reflecting a minimum of 1500 hours total flight time (100 flight hours within the last 12 months) including 250 Pilot-in-Command and 75 hours instrument and 75 night hours. All of your flight log books(s) will be required for verification at time of interview.

Note: Up to 50% of the 1500 hour total flight requirement may be waived upon verification of prior specialized skills and experiences (e.g., general military flight experience in training, complex aircraft flight instructor experience, multi-engine aircraft time, night vision device operations, imminent danger, and terrain and/or over-water operations). However, applicants must still meet the minimum hours for the last 12 months, Pilot-in-Command, instrument and night hours in order to be considered for a waiver.

You will be converted to the CBP Air Interdiction Agent, GS-1881-11 (Full Performance level GS-1881-13) after successful completion of Federal law enforcement training.

You must meet all qualification requirements, subject to verification at any stage of the pre-employment process, by Friday, December 21, 2012

Prior to appointment to this position, selectees must pass three (3) qualification assessments. The assessments will be conducted after selectees successfully complete a polygraph examination. The assessments will be conducted at the National Air Training Center (NATC) administrative facility in Oklahoma City, Oklahoma. Selectees will be responsible for all expenses associated with transport to and from the NATC facility and the hangar, as well as lodging in Oklahoma City and all other personal expenses incurred. The three qualification assessments consist of an Oral Evaluation, Flight Check and Structured Interview.

All assessments are pass/ fail and selectees must pass all three in order to be eligible to be appointed to this position. Selectees rated eligible after the assessments will continue in the pre-employment process. Selectees rated ineligible after the assessments will be withdrawn from consideration based on not meeting the qualification requirements for the position.

Oral Evaluation: This evaluation will test your pilot knowledge based on published regulations.

Flight Check: You will be required to demonstrate your flight proficiency in a CBP aircraft with a flight instructor. You will be evaluated based on Federal Aviation Administration (FAA) Commercial Pilot standards.

Structured Interview: You must be able to answer scenario based interview questions to demonstrate your possession of core competencies, which include Judgement/Decision Making, Teamwork/Interpersonal Skills, Flexibility, Integrity and Oral Communication.

HOW YOU WILL BE EVALUATED:

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the basic qualifications, we will use an online self-assessment questionnaire to place you in one of three categories based on your experience, education and training.

The knowledge, skills, and abilities needed to perform this job are:

Knowledge, Skills, Abilities and other Characteristics (KSAOs): Candidates who meet the basic qualification requirements are required to possess certain Knowledge, Skills, Abilities, or other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in an online job questionnaire. The KSAOs are:

- Skill and ability to fly and/or operate fixed and/or rotary wing aircraft
- Knowledge of FAA Regulations, aviation safety and OSHA Standards
- Knowledge of and ability to perform emergency procedures for contingencies (e.g., loss of navigation, loss of communication capability)
- Ability to write and present comprehensive reports
- Knowledge of flight characteristics, including performance, maneuverability, control, and stability, in order to flight test aircraft/helicopters

If you meet the basic qualifications, you will be placed in one of the following categories:

1. **Best Qualified:** Applicants possessing a background that demonstrates a superior level of all evaluation criteria.
2. **Well-Qualified:** Applicants possessing a background that demonstrates a satisfactory level of the evaluation criteria.
3. **Qualified:** Applicants possessing the basic qualifications, with general knowledge, skills, and abilities.

To preview the job questionnaire, see [View Occupational Questionnaire](#)

Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP) Eligibles:

If you have never worked for the Federal government, you are not CTAP/ICTAP eligible. Information about ICTAP or CTAP eligibility can be found at:

http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a. To be considered well qualified under CTAP/ICTAP, you must be placed in the Best Qualified category for this position, as described above. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

Veterans: Veterans with 5 point preference who meet the eligibility and qualification requirements are placed above non-preference eligibles within the category in which they qualify. Veterans who have a compensable service-connected disability of at least 10% will be listed in the best qualified category.

For information on veterans' preference, please see: <http://www.fedshirevets.gov/index.aspx>

BENEFITS:

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DHS offers competitive starting salaries and an attractive benefits package, including: health insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, life and long-term care insurance, Employee Assistance Program, personal leave days and paid Federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more

information, go to www.dhs.gov/careers and select "Benefits".

Law Enforcement Retirement: for information on the Special Retirement System for Law Enforcement Officers, please see the CSRS and FERS handbook, Chapter 46, Part 46A3: <http://www.opm.gov/retire/pubs/handbook/C046.pdf>.

OTHER INFORMATION:

Residency: If you are not currently a CBP employee, you must meet one or more of the following primary residency criteria for the last three years prior to applying to this announcement:

1. Resided in the United States or its protectorate or territories (excluding short trips abroad, such as vacations);
2. Worked for the United States government as an employee overseas in a federal or military capacity; or
3. Been a dependent of a United States federal or military employee serving overseas.

Exceptions may be granted if you provide complete state-side coverage information regarding participation in "Study Abroad" programs, overseas church missions, or state-side addresses of anyone who worked or studied with you overseas. You must provide information and related documentation at the time of application.

Primary Position: This position is a primary/rigorous law enforcement position under definition of 5 CFR 842.803 and 5 CFR 831.903.

Age Requirement: Provisions of Public Law 93-950 and 100-238 allow the imposition of a maximum age for initial appointment to a Primary law enforcement position with the Department of Homeland Security. This position is covered under law enforcement retirement provisions; therefore, candidates must be selected for this position before reaching their 37th birthday. However, CBP has requested an exception to this age requirement and has received approval to change the age from 37 to the day immediately preceding your 40th birthday. Creditable service covered by Title 5 U.S.C. 833(c), Title 5 U.S.C. 8412(d) or creditable service on or after July 6, 2008 covered by Public Law 110-161 may be applied toward the maximum age requirement. This age restriction may not apply if you are currently serving in a federal civilian (not military) law enforcement position covered by Title 5 U.S.C. 833(c) or Title 5 U.S.C. 8412(d). The age restriction does not apply if you are a Veterans' preference eligible.

Law Enforcement Availability Pay (LEAP): You must be readily accessible and willing to work on an unscheduled basis in excess of a 40-hour work week and will receive extra compensation.

Firearms Requirement: You will be required to carry a firearm and maintain firearm proficiency. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. You will be required to certify whether you have ever been convicted of such an offense.

Drug Testing: Satisfactory completion of a drug test is a condition of employment into the position. Once employed, you are subject to random and unannounced drug testing.

Work Conditions: This job requires physical strength and stamina to perform such activities as conducting long periods of surveillance, pursuing and restraining suspects, and carrying heavy equipment to be used in investigative efforts. These activities require considerable physical exertion,

such as running, stooping, bending, climbing, lifting and carrying heavy objects. The environment involves working indoors and outdoors in a variety of potentially dangerous and stressful situations, including exposure to physical attack and lethal weapons.

Training: As a condition of employment in accordance with the standards and policies of CBP, selectees are required to attend, successfully complete, and pass evaluations and assessments for the Air and Marine Basic Academy Training at the Federal Law Enforcement Training Center (FLETC) in Glynco, GA. The training is comprised of formalized courses of basic technical instruction necessary to perform the duties of the position.

Swimming Requirement: You also will be required to participate in an untested swim/water survival course that has been incorporated into the Air and Marine Basic Training technical skills requirements. The ability to tread water and swim with, and without, flotation devices for extended periods of time will be an essential part of training.

Additionally Selectees are required to complete the following training programs: **(1)** Spanish Training Courses at the designated CBP Language Facility; **(2)** Initial Survival Training course, training location to be determined by CBP; **(3)** Aircraft-specific flight training; **(4)** Standardized Tactical Aviation Training (STAT).

Physical Fitness Screening: Due to the strenuous nature of the Air Interdiction Agent (AIA) duties and the associated training programs, fitness tests have been developed and will be used to screen candidates for entry-level AIA positions. Candidates will be required to pass a pre-employment fitness test (PFT-1) early in the pre-employment process. The PFT-1 consists of a (1) push up test, (2) sit-up test, (3) side step test, and (4) a 5-minute cardiovascular endurance step test or a 1.5 mile run. In order to participate in the required fitness test, you will be given a MAXIMUM OF TWO chances to successfully pass a blood pressure and EKG screen conducted at the Agency's expense. Medical professionals at the testing site will determine your eligibility to participate in the fitness test. Your blood pressure reading must be less than or equal to 140/90. If you are unable to pass either screen, your tentative selection will be withdrawn.

Approximately 30 days prior to your entrance on duty, you may be required to participate in a mandatory 2nd pre-employment fitness exam (PFT-2). The PFT-2 consists of a (1) 220 yard run, (2) sit-up test, (3) push-up test, and (4) 1.5 mile run. To increase the chances of passing the fitness tests, engage in regular physical exercise. For more information go to:

http://cbp.gov/op/cgob/careers/customs_careers/air_marine/.

Once on board, employees will also be required to complete a physically rigorous training program conducted at the FLETC.

Travel: You will be required to travel frequently. This job may require extended domestic and foreign Temporary Duty Assignments (TDY).

Special Appointing Authority: Veterans, military spouses, Peace Corps/VISTA volunteers, and people with disabilities possess a wealth of unique talents, experiences, and competencies that can be invaluable to the DHS mission. If you are a member of one of these groups, you may not have to compete with the public for federal jobs. To determine your eligibility and to understand what documentation would be required with your application, please click on the appropriate link below.

- **Veterans:** <http://www.fedshirevets.gov/index.aspx>
- **Military spouse:** <http://www.fedshirevets.gov/job/shams/index.aspx>
- **Individuals with Disabilities:** <http://www.opm.gov/disability/PeopleWithDisabilities.asp>
- **Peace Corps/ VISTA and other miscellaneous hiring authorities:**
http://www.opm.gov/hr_practitioners/lawsregulations/appointingauthorities/

Separate referral lists may be generated for applicants eligible to be appointed under a non-competitive special appointing authority. You must provide documentation supporting your eligibility prior to the closing date of this announcement (please see "Required Documents"). If you have any questions regarding your eligibility, please contact the Human Resources Specialist listed at the end of this job opportunity announcement.

Background Investigation: To ensure the accomplishment of our mission, CBP requires every employee to be reliable and trustworthy. To meet those standards, selected applicants will be required to undergo, and must successfully pass, a background investigation for placement into this position. This will include a polygraph examination, a review of financial issues, and disclosure regarding criminal offenses and illegal use or possession of drugs.

Polygraph: Everyone entering a Law Enforcement Officer (LEO) position is subject to a polygraph examination and must successfully pass the polygraph prior to entering on duty in the LEO position.

Positions with known promotion potential do not guarantee promotion, nor is the promise of promotion implied.

Probationary Period: All employees new to the federal government must serve a one year probationary period during the first year of his/her initial permanent federal appointment to determine fitness for continued employment. Current and former federal employees may be required to serve or complete a probationary period.

Pay: The pay identified is from the Rest of the U.S. pay scale. To see the pay for a specific duty location, view the GS pay tables located at <http://www.opm.gov/oca/12tables/indexGS.asp>.

CBP uses E-Verify to validate all newly hired applicants' ability to work legally in the United States. To learn more about E-Verify, please follow this link:

Relocation expenses **will not** be paid. To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website:
<http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>

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HOW TO APPLY:

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To begin your online application, click the "**Apply Online**" button and follow the prompts to register or sign into Application Manager. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to **(478) 757-3144**. You must print a copy of and document your responses to the assessment questionnaire [View Occupational Questionnaire](#) using OPM Form 1203-FX http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf, and the official fax cover sheet: <http://staffing.opm.gov/pdf/usascover.pdf>. Please include job opportunity announcement ID 771569 and provide your SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into Application Manager, you do not need to fax those same documents.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 Eastern Standard Time on Friday, December 21, 2012**

REQUIRED DOCUMENTS:

Your resume must provide the below information.

1. Contact Information:

Email Address

Cell Phone Number

Home Phone Number

Date of Birth (Month, Day and Year)

Names and Current Telephone Number of your current supervisor and 2 former supervisor references

2. Certifications: FAA Commercial Pilot Certificate (see qualifications section of announcement) and Class I or II Medical Certificate

Please provide a legible copy of both front and back sides of your FAA Pilot Certification with ratings and Medical Certificate.

3. Total Flight Time: On the first page of your resume provide the total number of flight hours for each category listed below. Do not list simulator hours. (See qualifications section of announcement for required hours)

* Total Flight Hours

* Total Hours within the last 12 months by Aircraft Category

* Total Hours as Pilot in Command

* Total Instrument Hours

* Total Night Hours

* Total hours by Aircraft Category

Please provide a legible copy of the last page of your flight log book reflecting total flight hours.

- **Your resume:** A resume describing your job-related qualifications is required and must be in English. It must contain your full name, address, phone number, and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your work schedule and salary.
- **Your responses to the job questionnaire**
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP)?** You must submit a separation notice; SF-50B; a current (or a last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Are you a veteran?** To apply veteran's preference you must submit the following proof of eligibility:
 - Five Point Preference: DD 214 (Member Copy 4)
 - Ten Point Preference: DD 214 (Member Copy 4) and supporting documentation as listed on the Standard Form 15 (application for 10-Point Veteran's Preference). Click this link for a copy of the SF-15: http://www.opm.gov/forms/pdf_fill/SF15.pdf. Veterans with a service-connected disability must also submit a VA Disability Award letter dated 1991 or later.
 - If you are currently serving on active duty, you must submit a written statement from the armed forces certifying that you are expected to be discharged or released from active duty service under honorable conditions. If you apply with a written statement at this stage, your preference will be verified by a DD 214 (Member Copy 4) upon separation from the military.

For more information about veteran's preference, please click this link:

<http://www.opm.gov/employ/veterans/html/vetguide.asp>. Please upload veterans documents under miscellaneous documents.

It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in Application Manager and you must again upload or fax it by the closing date. **If you make changes to your application (including uploading additional documents) after your initial submission, you must click update to make sure your most up to date application is received by the hiring center.**

AGENCY CONTACT INFO:

OAM Staffing Services
 Phone: (952)857-2927x4
 Fax: (478)757-3144
 Email: NHCDEU4@CBP.DHS.GOV

Agency Information:
 CBP Minneapolis Hiring Center
 5600 American Blvd
 Suite 700
 Bloomington, MN
 55437-1450
 USA
 Fax: (478)757-3144

WHAT TO EXPECT NEXT:

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration. You will be notified by email after each of those steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at: <https://my.usajobs.gov/Account/NotificationSettings.aspx>. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement.

Additional Duty Location Info

Few vacancies in the following locations:

Deming, NM United States [View Map](#)
 El Paso, TX United States [View Map](#)
 Sierra Vista, AZ United States [View Map](#)
 Laredo, TX United States [View Map](#)
 Marfa, TX United States [View Map](#)
 Tucson, AZ United States [View Map](#)
 San Angelo, TX United States [View Map](#)
 Houston, TX United States [View Map](#)
 Del Rio, TX United States [View Map](#)
 McAllen, TX United States [View Map](#)

San Antonio, TX United States [View Map](#)

El Centro, CA United States [View Map](#)

Uvalde, TX United States [View Map](#)

Sacramento, CA United States [View Map](#)

Riverside, CA United States [View Map](#)

San Diego, CA United States [View Map](#)

Yuma, AZ United States [View Map](#)

Albuquerque, NM United States [View Map](#)

Aguadilla, PR United States [View Map](#)

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USAJOBS is the Federal Government's official one-stop source for Federal jobs and employment information.