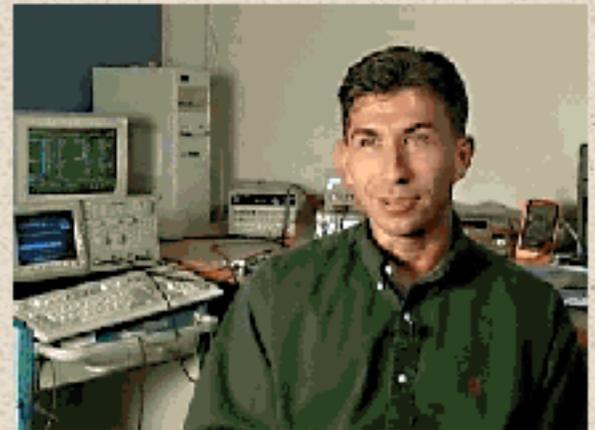


Engineer & Scientist
Development Program
China Lake • Point Mugu • White Sands

Engineer & Scientist Development Program





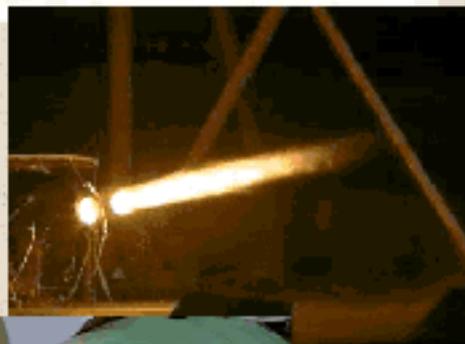
Modern warfare



requires constant advances in scientific research and engineering development and the accomplishments of our civilian scientists and engineers are critical to the success of today's Navy team.

Almost 2,000

scientists and engineers at the Naval Air Warfare Center Weapons Division are providing the Fleet and the Warfighter with tomorrow's weapons today.



The Weapons Division



is a vast complex of state-of-the-art laboratories and support facilities including sea and land ranges, that



carry out the Navy's mission in basic and applied research; system design and development; and test and evaluation for Navy and Joint Service weapon programs.



The work conducted



at the Division's two primary sites encompass the entire spectrum of engineering and scientific disciplines in areas like energetics, propulsion, system design and development, software development, weapon integration, modeling and simulation.



The Weapon Division's



Point Mugu

site is located on the Pacific coast about 50 miles north of Los Angeles.

The facility carries out research, development, test and evaluation for the maritime environment, including



36,000 sq. miles of controlled open-ocean, undersea, and over water test arenas.

The Weapon Division's China Lake

site is about 150 miles northeast of Los Angeles in the Mojave Desert. At more than 1-million acres of controlled



land space, China Lake is the Navy's largest land activity with laboratories, ranges, and outdoor test facilities. For air weaponry programs, this controlled environment also includes more than 17,000 sq. miles of overlaying airspace.

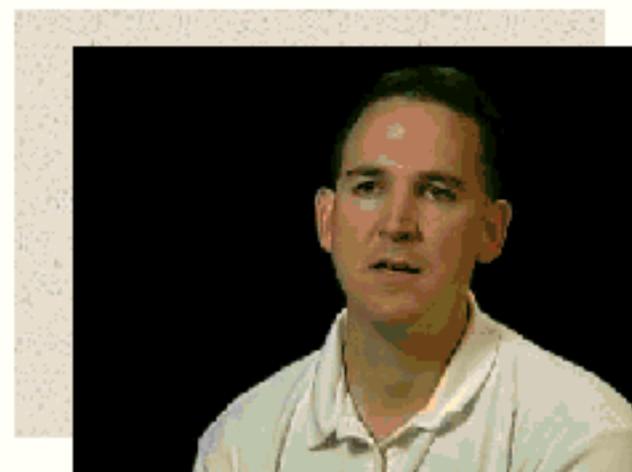


Over the years,

the Division has attracted a wide range of talented young civilian professionals to join the Navy team.



TEAM
NAVAL AVIATION SYSTEM



The first year,



of employment at NAWCWD is like an internship, consisting of four 3-month work assignments with different groups. Here, ESDPs get to learn more about NAWCWD as an organization, about the work done here, and decide which type of work suites them best.

ESDPs comments

About their work with the Navy team



Falguni Shah

Lead Engineer F/A-18 Radar Laboratory

"My current responsibility is with ADP-3. That's a radar upgrade for the F/A-18. It includes everything that the lab requires. We do a lot of verification and validation of operational flight plans (OFPs). We do fleet support. We do flight support. We do troubleshooting of the hardware. So everything that needs to be done for the radar program we do it."

ESDPs comments

About their work with the Navy team

"Through the ESDP program, you have the opportunity to see all the different tasks performed at NAWCWD. I went from the Environmental Group where we did testing on bombs and missiles to Human Factors which was totally different. I did a tour in Washington D.C. at the Pentagon in the Office of the Secretary of Defense."

Head: Ordnance Test and Evaluation Management Office

Bettie Moody

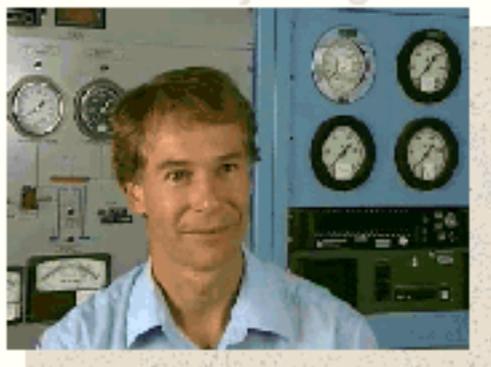


ESDPs comments

About their work with the Navy team

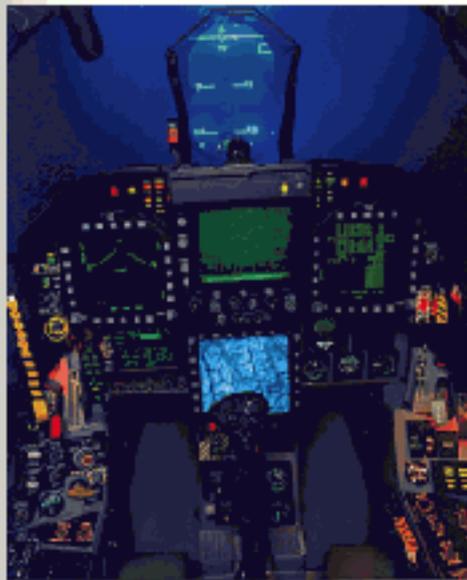
Team Leader for FASTHAWK Ramjet Engine Development

Jim Nabitty



"I was responsible for developing the combustor, nozzle, and thermal protection system for the Fasthawk missile system. Here, we have a large amount of freedom to do things the way we believe, as engineers, they should be done."

Join the Navy Team



Now hiring
All Engineering Disciplines,
Computer Science,
Mathematics,
Operations Research,
Physical & Natural Sciences



Benefits

Work - Life Balance

- Two and one-half weeks paid vacation per year
- Ten paid Federal holidays each year
- Family friendly leave policies
- Relocation allowances*
- Recruitment bonus*
- Leave sharing
- Flexible job security
- Competitive salaries

Career Development

- International opportunities for development
- High level of job empowerment and responsibility
- Merit principles in selection for vacancies
- Structured career planning
- Opportunities for tuition assistance

Retirement and Health

- Retirement plan
- 401K-type savings plan
- Group life insurance
- Group health insurance
- Employee assistance programs
- Recreational facilities

* Relocation assistance varies by location
* Recruitment bonuses vary by location,
GPA, and major



U.S. Citizenship Required

Links

A few NAWCWD sites of interest

NAWCWD See virtual tour (video) at this site

<http://www.nawcwpns.navy.mil>

Recruitment

<http://www.nawcwpns.navy.mil/recruit/>

Public Affairs

<http://www.nawcwpns.navy.mil/~pao/>

Human Resources A family friendly workplace

<http://www.nawcwpns.navy.mil/~hrd/family/family.htm>

Pacific Ranges and Facilities

<http://www.nawcwpns.navy.mil/~pacrange/>

Analysis Services

<http://www.nawcwpns.navy.mil/~analysis/>

Integrated Battlespace Arena

<http://www.nawcwpns.navy.mil/~IBAR/>

Radar Reflectivity Lab

<http://www.nawcwpns.navy.mil/~rrl/>

City links near NAWCWD China Lake and Point Mugu

City of Ridgecrest

<http://www.ridgecrest.ca.us>

City of Ventura

<http://ventura-usa.com/>



Points of Contact

Gill Cornell

NAWCWD, (760) 939-7124

Engineering and Science Development Program (ESDP)

Email: CornellGJ@navair.navy.mil

Professional Recruitment

Betty Miller

NAWCWD, (760) 939-0880 Email: MillerBM@navair.navy.mil

or

Greg Morrow

NAWCWD, (760) 939-3523 Email: MorrowGV@navair.navy.mil

Feedback to:

Gill Cornell Email: CornellGJ@navair.navy.mil

Student Educational Employment Program



NAWCWD
China Lake/Point Mugu, CA

NAWCWD (the Naval Air Warfare Center Weapons Division) is the Navy's premiere facility for research, development, test, evaluation, and in-service engineering. Our two sites in California - China Lake, 150 miles northeast of Los Angeles, and Point Mugu, on the coast in Ventura County - offer a creative and challenging work environment.

We recruit most of our new employees from the disciplines of mathematics, engineering, and the physical sciences. However, participation in the Department of the Navy Student Educational Employment Program, (formerly named Co-operative Education Program) may be offered to students in other areas of study.

SEEP is comprised of two components - the Student Career Experience Program (SCEP) and the Student Temporary Employment Program (STEP). Both programs are available to all levels of students, high school, vocational, technical, associate, baccalaureate, graduate, and doctorate. SCEP is a planned career development program that integrates classroom theory with related, paid work experience within NAWCWD. The program offers students valuable work experience directly related to their academic field of study. STEP provides flexibility to both students and the employer by providing temporary employment to students in areas which may be unrelated to their academic program.

Eligibility Requirements

1. Be at least 16 years old.
2. Be a U.S. Citizen
3. Meet security and/or fitness requirements.
4. Be enrolled or accepted at an accredited college/university or other educational institution.

5. Be enrolled or accepted in a program and pursuing a degree/certificate in a career field utilized by NAWCWD (SCEP only).

6. Meet the college/university Student Career Experience Program requirements (SCEP only).

7. Be in good academic standing (must enter with and maintain a grade point average of 2.8).

8. Sign an agreement to remain employed with NAWCWD for a minimum of 1 year upon graduation (SCEP only).

Selection

Students are selected on the strength of academic accomplishments, career goals, and the current staffing needs of NAWCWD.

Benefits

- Supplemental income.
- Tuition and Textbooks Assistance (SCEP Only)
- Life and Health Insurance
- Vacation, Sick, and Holiday Leave
- Plus other optional benefits

Work Schedules

1. Each work experience must be planned consistent with the student's studies or career goals and must be designed to meet the minimum study-related work hours required for conversion (640 work hours for baccalaureate or associate degree students).

2. Students who alternate periods of study and employment must carry a full-time academic course load (12 semester/15 quarter hours). Students may work full time when school is not in session.

3. Part-time students must work a minimum of 16 hours per week with at least a half-time academic course load as defined by the school.

4. Students who fail to meet minimum academic course load requirements and GPA of 2.8 will be terminated from the program.

Application Process

Applications will be referred for employment based on the student's major field of study and job interest. To be considered, students must submit the following:

- Resumé
- Copy of current transcripts clearly identifying major or course of study and anticipated date of completion.

Submit applications to:

**Human Resources Service Center, Southwest
Attn: Code 522 (SCEP Program)
525 B Street Suite 600
San Diego, CA 92101-4418**

Full consideration will be given to all qualified applicants in accordance with Equal Employment Opportunity principles.

SEEP Working Agreement

Performance Appraisal

Performance appraisals are required for SEEP students in accordance with the NAWCWD appraisal system.

Results should be shared with schools.

If a student's performance falls below Fully Successful, he/she may be given an opportunity to improve or may be separated from the program.

Student Responsibility

1. Adhere to NAWCWD's work schedule and SEEP policies and procedures.
2. Meet academic, performance, and conduct standards set forth by the school and NAWCWD.
3. Provide NAWCWD and SEEP Coordinator with regular progress reports on the quality of work and study assignments.
4. Notify the NAWCWD SEEP Coordinator and Supervisor of changes in status.

Employment After Completion of SCEP Program Requirements

Within 120 calendar days after completing educational requirements, participants may noncompetitively convert to a career-conditional appointment.

Students must have satisfactorily completed study-related work hour requirements of the SCEP Program, which is 640 work hours for baccalaureate or associate degree students.

Students must also meet citizenship and employment of relatives requirements by the date of conversion.

Required Documentation:

- a. Verification of eligibility to graduate or verification of completion of all academic requirements for graduation.
- b. Official transcripts of grades, sufficient to calculate overall GPA, GPA in major, and the last 2 years' GPA.
- c. Resume which reflects relevant, related experience.

For more information, contact:

Christine DeLaRosa
(Code 733000E)

**Naval Air Warfare Center Weapons Division
Point Mugu, California 93042-5001
(805) 989-3995
e-mail: delarosac@navair.navy.mil**

**Student Educational Employment Program
Manager, Catherine Rogers**
(Code 734000D)
**Naval Air Warfare Center, Weapons Division
China Lake, California 93555-6100**



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