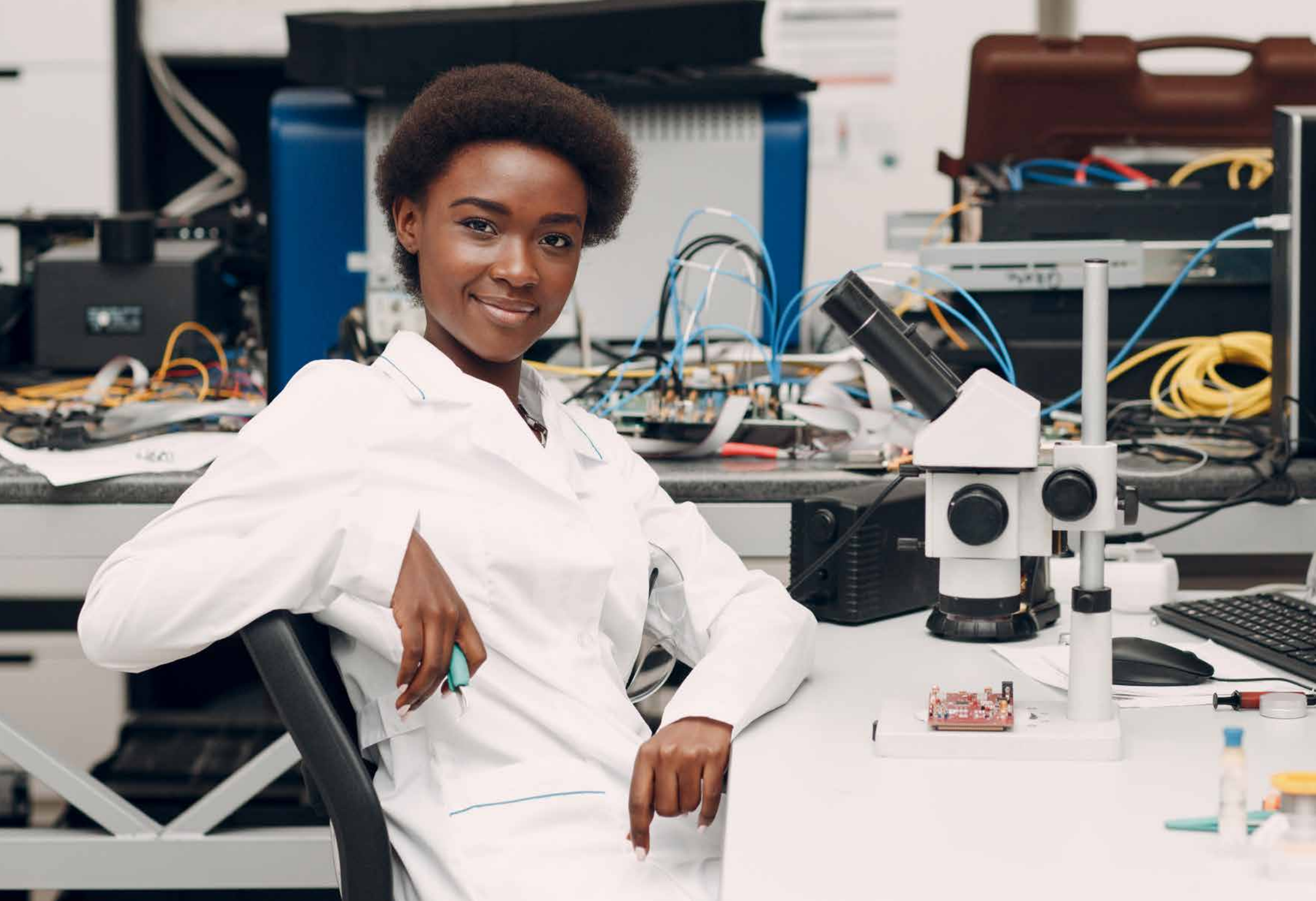




# LAUNCHING CAREERS

  
AIR FORCE  
CIVILIAN  
SERVICE  
Forces. Joined.



# A MISSION LIKE NO OTHER

There are few endeavors in life more patriotic than serving your nation. And there are fewer still occupations that allow you to do so as a Civilian. Air Force Civilian Service (AFCS) is the rare exception. It allows you to play a crucial role in safeguarding our nation while supporting the Air Force in all that it does. It employs Americans of every stripe — from those retired from the military with a desire to continue to serve to those freshly minted from college, eager to build meaningful careers doing something that truly matters. We employ skilled-trade workers and licensed professionals, social workers, and big thinkers. AFCS is not bound by the physical requirements of the military. AFCS is not just a reflection of America but an embodiment of it. We hire the able-bodied and disabled alike.



# FUELING DISCOVERY

[AFCivilianCareers.com/Careers](https://AFCivilianCareers.com/Careers)



## DEPLOYING THE WORLD'S MOST FORMIDABLE AIR FORCE MEANS EMPLOYING ITS MOST CAPABLE WORKFORCE

The dominance and sophistication of the United States Air Force is unmatched anywhere on the planet—or beyond it. A considerable source of our strength comes from the 170,000 men and women of the Air Force Civilian Service serving in over 600 occupations in more than 80 locations in the U.S. and around the globe.

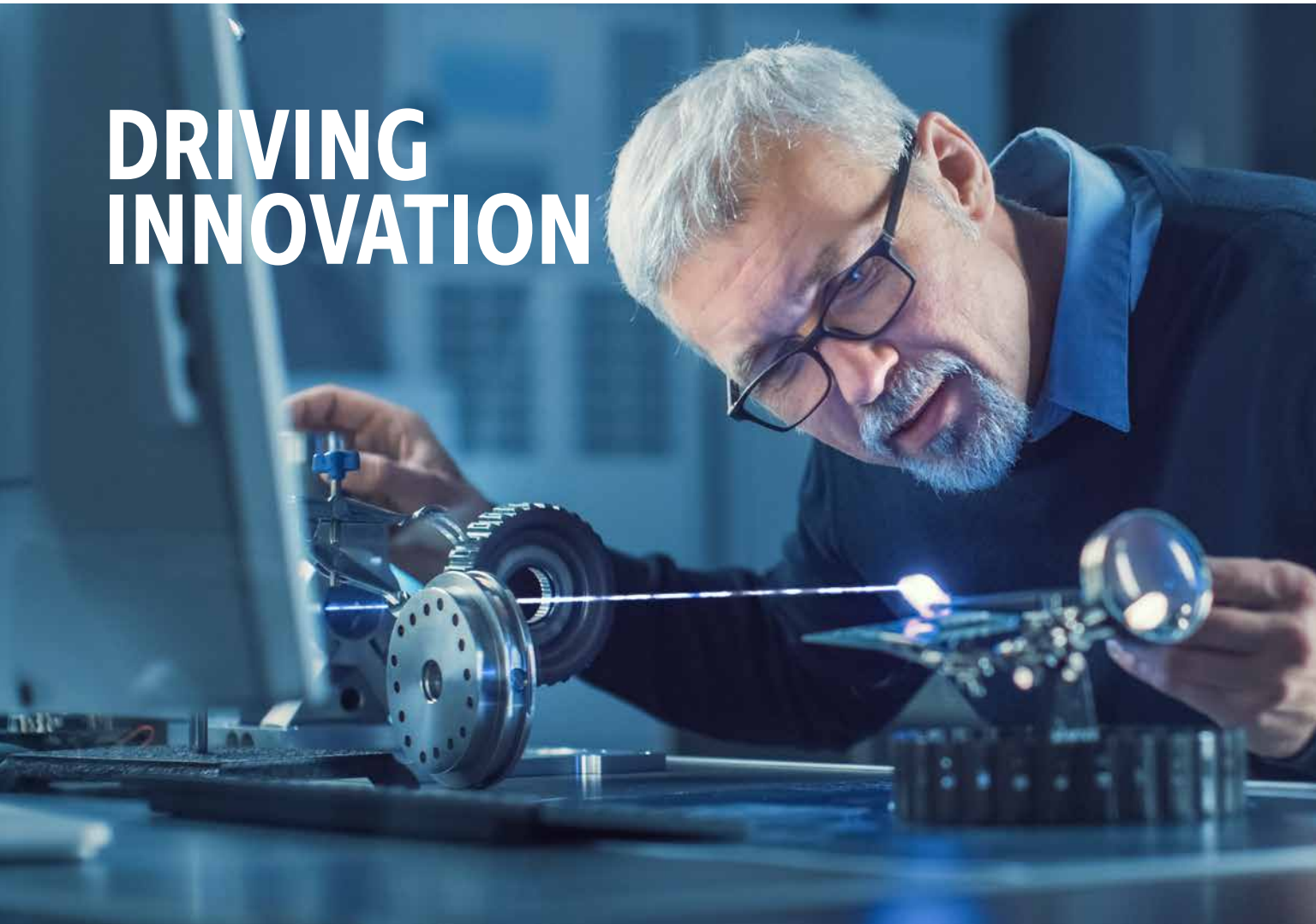
Working shoulder to shoulder with enlisted Airmen, Civilians fill mission-critical roles in support of the U.S. Air Force's strategic mission. From scientists and engineers to groundskeepers, electricians, and mathematicians, the positions Civilians fill are as varied and diverse as the individuals who fill them.

Whether it's conducting cutting-edge research in the world's most sophisticated labs, training Airmen to achieve the next level of proficiency, maintaining the equipment and infrastructure that allows the Air Force to be ready at a moment's notice, or ensuring the health and wellbeing of our Airmen and their families, behind every mission, you'll find Civilians who are making it possible.

# HIRING THE SHARPEST MINDS IS WHAT GIVES THE U.S. AIR FORCE ITS DECISIVE EDGE

The employees of AFCS come from every corner of America and represent the very best of the nation. As Civilians, we take the same oath as our men and women in uniform, and our service is every bit as patriotic and essential, yet we're not held to the same physical and age requirements or terms of service as our enlisted counterparts. AFCS is proud to be an equal opportunity employer, and our workforce reflects the great diversity that makes America what it is.

## DRIVING INNOVATION



# SETTING CAREERS INTO MOTION

[afintern.com](https://afintern.com)



Air Force Civilian Service's paid, full-time internship programs give college students and recent graduates the opportunity to turn their education up a degree or two, offering hands-on, real-world training, and eligibility for tuition assistance, paid post-graduate studies, an attractive sign-on bonus, as well as competitive compensation and other generous perks like federal health insurance, federal-retirement benefits, and paid federal holidays. What's more, upon successful completion of the program, students are offered a permanent, full-time position at AFCS. To find the AFCS intern program right for you, scan the QR code.

## PREMIER COLLEGE INTERN PROGRAM (PCIP)

Air Force Civilian Service's full-time Premier College Intern Program (PCIP) for college sophomores and juniors prepares you for a promising career at AFCS. Over the 10 to 12-week paid summer internship, you'll work side-by-side with current AFCS and military professionals, gaining invaluable hands-on experience making tangible contributions to real-world projects in support of the U.S. Air Force and its important mission.

## SMART (SCIENCE, MATHEMATICS, & RESEARCH FOR TRANSFORMATION)

The SMART Program provides Science, Technology, Engineering, and Mathematics (STEM) students with the tools they need to maximize higher education and launch a promising career with AFCS. By providing full scholarships, SMART allows students to focus on complex research to advance the Air Force's crucial mission and create lasting impact. SMART is a one-to-one commitment; for every year of degree funding, scholars commit to working one year with AFCS as Civilian employees.

## SUMMER HIRE PROGRAM

Offering high school students the opportunity to gain invaluable real-world work experience across a number

of career fields over the summer, earning an income while experiencing the life and culture of AFCS.

## PALACE ACQUIRE (PAQ) & COPPER CAP (COP) PROGRAMS

PALACE Acquire is a paid, full-time, two to four-year training program for graduates with an associate's, bachelor's, master's, doctorate, or a vocational degree, technical degree, or certificate within the last two years interested in Financial Management, Intel, Operations, Office of Special Investigations, or Science and Engineering.

Copper Cap is a training program for developing Contract Specialists. It provides on-the-job training in every aspect of contract management, including market research, requirements definition, solicitation preparation, price justification, negotiation and award, and administration of contracts.

## PRESIDENTIAL MANAGEMENT FELLOW (PMF)

The PMF Program is a flagship leadership development program at the entry-level for advanced degree candidates. Created more than three decades ago by Executive Order, PMF attracts and selects the very best candidates America has to offer, cultivating them to become future government leaders.



A technician in a light-colored shirt is working on a large jet engine mounted on a lift. The engine is complex, with many pipes and components. The technician is looking up at the engine, and his hands are near a component. The lift is a metal structure with a platform and railings. The background is a bright, overcast sky.

# GIVING FLIGHT TO THE FUTURE

## HOT JOBS

### MAKING QUICK WORK OF THE NATION'S MOST PRESSING CHALLENGES

There are some mission-critical roles deemed so essential to the nation's security; the federal government gives employers Direct Hiring Authority (DHA) to fill them, bypassing traditional hiring protocols by fast-tracking suitable candidates into critical roles.

These can be positions like psychiatrists and social workers, even groundskeepers, where qualified candidates are traditionally in short supply, to cybersecurity professionals and special investigators, whose absence has a direct impact on national security.

Direct Hiring Authority ensures strategic positions are not understaffed, and it gives you the opportunity to land a job much faster than government regulations typically allow.



Scan the QR code to see which jobs are suited for you or visit [AFCivilianCareers.com/find-a-job](https://AFCivilianCareers.com/find-a-job).



## IF PLAYING A MISSION-CRITICAL ROLE WEREN'T ITS OWN REWARD... **THERE'S ALSO THE BENEFITS**

A career with Air Force Civilian Service provides an opportunity to play a key part in the defense of our nation as a Civilian. The benefits are far greater than just the satisfaction of a job well done. They also include a healthy work-life balance, competitive pay, and retirement benefits that stay with you over your lifetime.

- Paid Time Off: 11 Federal Holidays & 13 Days Annual Sick Leave
- Student Loan Repayment, if applicable
- Vacation with Pay: From 13 to 26 Days
- Up to 100% Tuition Assistance may be Available
- Insurance for You & Your Family: Health, Dental, Vision, Life, Long-Term Care
- Hands-On, On-The-Job Training
- Federal Employment Retirement System + Social Security
- Professional Mentorship by Senior-Level Professionals
- Work Schedules Built to Accommodate Work-Life Balance
- Annual Performance-Based Promotions

## **COME BUILD A FUTURE WITH US**

With dozens of appealing job opportunities ranging from scientists, IT engineers, and physicians to maintenance professionals, skilled workers, and groundskeepers, and just about everything in between, there's a good chance we have a perfect match for your education, experience, ambition, and dedication. What we do is important, fulfilling work and a great way to make a living and build a life for you and your family.





## **STAY IN THE KNOW**

To get updates on every new job opportunity at AFCS, subscribe at [afciviliancareers.com/subscribe](https://afciviliancareers.com/subscribe).

Equal Opportunity Employer. U.S. citizenship required. Must be of legal working age. Positions may require a Security Clearance. Must be able to obtain and maintain a Security Clearance.