



Direct Hire Authority for STEM Student Employment Program (SSEP)

The U.S. Army Combat Capabilities Development Command (DEVCOM) Soldier Center (SC) seeks qualified students pursuing undergraduate or graduate degrees from Science, Technology, Engineering, or Mathematics (STEM) courses of study at an Accreditation Board for Engineering and Technology (ABET) institution of higher education. Students hired will be placed into the STEM Student Employment Program (SSEP) SSEP located in Natick, MA, or Orlando, FL. Specific mission responsibilities at the duty locations will be discussed during the interview.

These positions are being filled utilizing the Direct Hire Authority that may appoint students enrolled in a STEM course of study at an ABET institution of her education to scientific and engineering intern positions at Soldier Center.

This is a public notice and will be used to fill Temporary (1 year, Not to Exceed (NTE) 3 years) or Flexible Length Student Term (term expires 120 days after degree completion) SSEP vacancies with a full-time or part-time work schedule in either of our two duty locations as vacancies occur.

SSEP appointments may be extended without further announcement or non-competitively converted to a renewable term (up to 6 years) or permanent appointment within 120 days of successful completion of graduation and SSEP requirements. Duties for the position will be related to the student's academic field and the SC mission. Salary is set commensurate with selectee's background and experience.

Tuition assistance and relocation incentives may be provided but not guaranteed.

Eligibility Requirements: SC seeks qualified students pursuing a bachelor's degree or higher in a STEM course of study in the following disciplines:

Chemistry	Food Science	Biomedical Eng	Chemical Eng.
Computer Eng	Clothing Design	Biotechnology	Electrical Eng.
Electronics Eng.	Engineering Psych.	Biology	Materials Eng.
Mathematics Stats.	Mechanical Eng.	Computer Science	Psychology
Operations Research	Physics/Physical Sci.	Textile Technology	

Conditions of Employment:

- U.S. Citizenship Required and be at least 18 years of age
- Must obtain and maintain a favorable background investigation or Secret security clearance
- Maintain at least a half-time course load of study as defined by educational institution (verified by transcript, enrollment verification, acceptance letter)
- Maintain a GPA of 3.0 or above (on 4.0 scale)
- Must sign an Internship Program Participant Agreement
- A trial/probationary period may be required



How to Apply: Candidates should submit their application material to:
usarmy.natick.devcom-sc.mbx.g-1-humanresources@army.mil

In subject line of email, applicants should state their name, degree major, and degree year as well as attach the following items (PDF format):

- Resume** (please ensure a detailed description of duties accomplished is stated in your work experience & the start and end dates of employment are in the MM/DD/YYYY format)
- Documentation of student status** (unofficial transcripts or enrollment verification letter; new students must provide a copy of the acceptance letter from the institution. If selected for position sealed official transcripts will need to be provided). **Redact Social Security Numbers from all documentation.**

Soldier Center collects applications on a yearly basis, but below is our peak recruitment period:

November 1st – February 28th: Upcoming Summer Internships

Announcements for specific recruitment events will be open at least one day before the event takes place and close midnight of the last day of the event. Please check this page or your school's recruitment event calendar for more information.

All applications and supporting documentation become the property of the Department of the Army and will not be returned once submitted. Applications will be kept on file for 120 days from the date of application. Application packages that are received after the closing date, do not contain your resume, or are submitted in unreadable formats will not be considered.

Salary: Salary is set commensurate with selectee's background, experience, and market considerations. Generally, for undergraduate students the salary range is \$29,015 to \$51,945 (GS-01 to GS-04 equivalent). GS salary tables are found at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2024/BOS.pdf>

*The SC is under an approved Personnel Demonstration Project.

Equal Employment Opportunity: SC will provide equal employment opportunity in all actions taken under the SSEP. All actions to evaluate, appoint, develop, and promote individuals under the SSEP will be based on merit and made without regard to race, ethnicity, color, religion, sex (including pregnancy and gender identity), national origin, age, disability, sexual orientation, genetic information, or any other non-merit-based factor. Applicants requiring a reasonable accommodation for any part of the application and hiring process should include a reasonable accommodation request in the email with your application materials. If you are contacted for an interview, every effort will be made to meet the needs of your accommodation request. Determinations on requests for reasonable accommodation will be made on a case-by-case basis. A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.